12. Status of Placement

(iv) Total No. of Students having been placed

Batch 2021-24	BBA	B.Com. (H)
Total No. of Students	**114**	**107**
No. of Students Placed	61	71
No. of Students Admitted for Higher Studies	11	09
No. of Students Preparing for Higher Studies (CAT/MAT) etc.	30	10
No. of students seeking for Family Business/Entrepreneurship	06	07
No. of students preparing for Civil Services	06	10

Jagannath International Management School

MOR, Pocket-105, Kalkaji, New Delhi-110019

(Affiliated to Guru Gobind Singh Indraprastha University and Approved under Section 2(f) of UGC Act 1956)

Accredited by National Assessment and Accreditation Council (NAAC)

DETAILS FOR BBA STUDENTS HAVING BEEN PLACED

Sumamry of Students Placed - BBA For 2023-24

S.No	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	2024	Priyanshu	BBA	JP Machinery Pvt Ltd	4.5 LPA
2	2024	OmPhuloria	BBA	Broomes India Pvt Ltd	3.6 LPA
3	2024	ArzooVashisht	BBA	Groto	3.75 LPA
4	2024	MahakBansal	BBA	Planet Spark	7.10 LPA
5	2024	DishaKashyap	BBA	Big Oh Tech Pvt Ltd.	4.5 LPA
6	2024	UtkarshJain	BBA	Youth & Influencer Marketer Pvt. Ltd	3.0 LPA
7	2024	BhavishyaKapur	BBA	Planet Spark	7.10 LPA
8	2024	Yakshi	BBA	Planet Spark	7.10 LPA
9	2024	Kashish	BBA	Nuworld Retail Private Limited	7.10 LPA
10	2024	AbhijeetSingh	BBA	PTC Finance	2.52 LPA
11	2024	AnujRawat	BBA	SoftAge	4.5 LPA
12	2024	RiddhiPandey	BBA	Tech Mahindra	3.5 LPA
13	2024	TLNikhita	BBA	Tech Mahindra	3.5 LPA
14	2024	Hrdesh Bisht	BBA	Acefone Software Private Limited	5.57 LPA
15	2024	Mukul Chandra	BBA	Corizo	6.5 LPA
16	2024	Kashish Chhabra	BBA	Nuworld Retail Private Limited	3.6 LPA
17	2024	Om Phuloria	BBA	Samaksh Trade Consultants Pvt.	5.0 LPA
18	2024	Chirag Khurana	BBA	Cvent	3.0 LPA
19	2024	Kashish Krishan	BBA	Big Oh Tech Pvt Ltd.	4.5 LPA
20	2024	Anjini Sharma	BBA	Talent Serve	12.0 LPA
21	2024	Aman Morwani	BBA	TCS	3.0 LPA
22	2024	Anuj Rawat	BBA	Groto	3.75 LPA
23	2024	Chetan Bist	BBA	TCS	3.0 LPA
24	2024	Dev Sharma	BBA	Groto	3.75 LPA
25	2024	Riya	BBA	Federal Bank	6.10 LPA

26	2024	Shiza	BBA	TCS	3.0 LPA
27	2024	sameer	BBA	Winspark	7.10 LPA
28	2024	Ria sehgal	BBA	Groto	3.75 LPA
29	2024	vanshika Jahuri	BBA	SoftAge	4.5 LPA
30	2024	Aayush	BBA	SoftAge	4.5 LPA
31	2024	Harsh Bisnoi	BBA	Groto	3.75 LPA
32	2024	Somanshu Sehgal	BBA	TCS	3.0 LPA
33	2024	Manish Kaul	BBA	Broomes India Pvt Ltd	3.60 LPA
34	2024	Ayush Mangla	BBA	Winspark	7.10 LPA
35	2024	Trimbhak Nath	BBA	TCS	3.0 LPA
36	2024	Sufyan Habeebur Rah	BBA	TCS	3.0 LPA
37	2024	Ruhi Kaur Bhatia	BBA	TCS	3.0 LPA
38	2024	Rohit Jaiswal	BBA	SoftAge	4.5 LPA
39	2024	Niranjan Bafna	BBA	SoftAge	4.5 LPA
40	2024	Chirag Singhal	BBA	FedBank	6.10 LPA
41	2024	Harsh Kumar	BBA	Fedbank	6.10 LPA
42	2024	Akshita Saraswat	BBA	Winspark	7.10 LPA
43	2024	Aditya Goyal	BBA	SoftAge	4.5 LPA
44	2024	Sanya Aggarwal	BBA	Broomes India Pvt Ltd	3.60 LPA
45	2024	Aryan Sarraf	BBA	Broomes India Pvt Ltd	3.60 LPA
46	2024	Shantanu Bhardwaj	BBA	Softage	4.5 LPA
47	2024	Shail Kayshap	BBA	Broomes India Pvt Ltd	3.60 LPA
48	2024	Lipika Pilani	BBA	TCS	3.0 LPA
49	2024	Mohd Hamid	BBA	TCS	3.0 LPA
50	2024	Vanishika Gupta	BBA	Softage	4.5 LPA
51	2024	Janvi Charcha	BBA	TCS	3.0 LPA
52	2024	Yash Mehra	BBA	Nuwoild	3.60 LPA
53	2024	Angad Singh Saluja	BBA	Softage	4.5 LPA
54	2024	Ematul Mahin	BBA	Winspark	7.10 LPA
55	2024	Mayank Bhandula	BBA	Groto	3.75 LPA
56	2024	Dhairya Aggarwal	BBA	Winspark	7.10 LPA
57	2024	Mridul Jain	BBA	Groto	3.75 LPA
58	2024	Upkeerat Singh	BBA	TCS	3.0 LPA

59	2024	Mukul Chandra	BBA	Winspark	7.10 LPA
60	2024	Prince Sharma	BBA	Broomes India Pvt Ltd	3.60 LPA
61	2024	Sakshi Bhardwaj	BBA	Winspark	7.10 LPA

M.: 9278627353
8010004005

J. P. MACHINERY

Manufacturer of Semi Automatic, Automatic & Fully Automatic
Pet Stretch Blow Moulding Machine & Accessories

I-114, SECTOR-4, INDUSTRIAL AREA, BAWANA, DELHI-110039

Ref. No. ..... *Dated* .....

OFFER LETTER

Date: 11/03/2024

To,
Mr. Priyanshu
D-225, Ashok Vihar
New Delhi-110052

Subject: Offer Letter

Dear Mr. Priyanshu,

Congratulations! We are pleased to confirm that you have been selected to work for J.P. Machinery. We are delighted to make you the following job offer.

The position we are offering you is that of SALES ANALYST with an annual cost to the company 4.5 LPA. This position reports to the HR Manager, Mr. Rakesh. Your working hours will be from 10AM to 8PM, Monday to Saturday.

Benefits for the position include:

- Casual leave of 30 days per annum.
- ESIC Coverage.
- Paid Medical Leave.

We would like you to start work on 18th March 2024 (Monday) at 10AM. Please report to Mr. Rakesh, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 16th March 2024 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company J.P. Machinery and look forward to working with you.

Sincerely,

Mr. Rakesh Pandey
HR Manager
J.P. Machinery

J.P. MACHINERY DELHI-39 I-114, SEC.-4, BAWANA

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Om Phuloria

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Om Phuloria

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Dated: 10th February, 2024

Dear Aarzoo Vashisht,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e-signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Aarzoo Vashisht
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Noida

Date: 03 May 2024

Name: DISHA KASHYAP

Email id: dishakashyap1901@gmail.com

Contact Number: +91 8700939572

LETTER OF INTENT FOR EMPLOYMENT

Dear DISHA,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

YOUTH&INFLUENCER MARKETER PRIVATE LIMITED

OFFER LETTER

Date: 1st April, 2024
Addressed to: Mr. Utkarsh Jain

Dear Utkarsh,

We're pleased to welcome you to the Youth Marketer family. Here are all the details on your role here:

Position
Youth Marketing Manager

Responsibilities
- Leading & overseeing youth marketing campaigns
- Heading a team of campus managers & monitoring their performance
- Dealing with clients and giving them timely updates
- Expanding our footprint in colleges across India

Logistics
- This is a hybrid role with a mix of you working from home + you coming to the office (once or twice a week)
- You might have to go for client meetings or attend campus events whenever the need arises

Joining Date
9th April, 2024

Offered Salary
- Rs 25,000 per month, in hand.
- Rs 2500 bonus per month (to be paid together on your completion of 6 months of employment at Youth Marketer)
- Laptop would be provided to you
- Any expense incurred which fails outside the domain of *normal-course-of-business* will be reimbursed. This includes project expenses, special travel plans ,out-of-pocket expenses on behalf of the company

Other Pointers

- You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company
- You will be required to maintain utmost secrecy in respect of project documents, commercial offer, design documents, project cost & Estimation, Technology, Software packages license, company's polices, Company's patterns & Trade Mark and company's Human assets profile.
- You will be required to comply with all such rules and regulations as the Company may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
- If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
- The content & intellectual property created and/or shared by you during the program shall be the sole property of Youth Marketer. You agree to share with Youth Marketer the original/raw copies of all the content created during the program.
- The content created & shared by you, shall be free of any copy rights, trade mark infringement and you agree to indemnify Youth Marketer against any third party claims with respect to intellectual property rights by third parties.
- During your stint, you can't work for or share information with any competitive firms.

YOUTH&INFLUENCER MARKETER PRIVATE LIMITED

If you accept the terms and conditions above mentioned, please sign the declaration return it to us. All disputes shall be subject to Courts in Delhi only.

For Youth&Influencer Marketer Pvt. Ltd.



Abhinav Sharma
Business Head

Utkarsh Jain
08/04/2024

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Letter of Intent

Date: 20/03/2024

To Bhavishya Kapur

Employee Code: PS19590

Dear Bhavishya

Sub: Letter of Intent

We are pleased to appoint you in our organization as a **Business Development Trainee** with effect from **30th July 2024.** You will be based out of PlanetSpark office at PlanetSpark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana- 122002. You will be working in the domestic process and will be working from office.

Your overall training period is for 4 weeks. you would receive a gross of **INR 21428/- (PF deduction included)** per month which can be extended if needed. During this period the below mentioned targets to be achieved to get the License to sell and move into the core sales team.

Region	Targets
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the stipend only if they have **95% of daily attendance in office** and should have completed **one whole month** in the system.

Post successful achievement of 1 lakh revenue in the Sales Dashboard you'll be eligible for the gross emoluments and incentives detailed in Annexure – A. During probation period if you are unable to clear the training on given targets the probation shall be discontinued anytime.

Your employment with us posts the training clearance will be governed by the Terms& Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15000	180000
House Rent Allowance	7500	90000
Medical Allowance	2000	24000
Special Allowance	9000	108000
Gross Salary	**33500**	**402000**
Employer PF Contribution	1800	21600
Variables (At Target Incentives) (refunds are not considered)	20000	240000
Total CTC		**663600**

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**
   You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary/stipend will be processed as FNF after 90 days based on eligibility

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Trainee** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel,based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 medical leaves applicable for the core team permanent employees.

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days/without notice on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

   The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

10. **Non-Compete Clause:**

    During your employment with Winspark Innovations Learning Pvt Ltd, and for a period of 2 years following the termination of your employment, you agree that you will not directly or indirectly, for yourself or for any third party, engage in or be employed or associated with any business, entity, or person that offers learning products for 5 years to 40-year-old learners, including but not limited to Coding, Math, English, Science or any other subject. This restriction shall apply regardless of whether such business, entity, or person is in competition with Winspark Innovations Learning Pvt Ltd

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To YakshiWasal

Employee Code: PS19144

DearYakshi

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be in US
Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
YAKSHI.	2nd Jan,2024

Nuworld Retail Private Limited

Address: 008-18th Floor, Tower B Emaar Digital Greens
Golf Course Ext Road, Sector 61 Gurgaon
M: +918826257630 . E: accounts@nurepublic.co

Date : **20th Feb,2024**

Subject : Letter of Appointment

Dear **Ms. Kashish**
Add: Gurunanakpura, Narnaul,
Mahendragarh, Haryana-123001

We are pleased to appoint you as **"Social Media -Manager"** at NuWorld Retail Private Limited based in **Gurugram from 28th Feb 2024.**

The annual compensation, benefits and perquisites applicable to your position are set forth in Annexure I.

Your appointment is subject to:

- A probation period of 6 months from the date of your joining Nuworld Retail (which may be extended at the Company's discretion). Upon the successful completion of the probation period your services will be confirmed in writing.
- The Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations which may be changed from time to time according to the needs of the business.
- Verification and validation of information provided by you including your employment & personal background, professional standing, work history and qualification.

Please sign and return the copy of this letter and Annexure I in acceptance of these terms and conditions.

We welcome you to be a part of the team and participate in its efforts to realize its goals.

Yours Faithfully,

For NuWorld Retail Private Limited



(Vickey Jain)
Authorized Signatory

DECLARATION:

I accept the appointment on the terms and conditions contained in this letter, the Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations as applicable to the employees of the company from time to time.

I have read and understood the Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations and will abide by them.

I understand that for the verification and validation of information, an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, school records, college records and professional and personal references.

I authorize, without reservation, any individual, corporation or other private or public entity to furnish Nuworld Retail and the outside background Agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that may arise from furnishing to Nuworld Retail and the outside agency information that they may request pursuant to this release.

Accepted

Annexure I: Terms and Conditions of Service

1. **Job Title:** You shall be designated as **Social Media -Manager.**
2. **Date of Joining:** As agreed between us, you shall join the services of the Company on the **28th Feb, 2024**
3. **Transferability:** Your place of posting will be **Gurugram, Haryana.** However, your services are liable to be transferred from one location to another, anywhere in India
4. **Leave:** As per Nuworld Retail Policy (Attached)
5. **Holidays:** As per Nuworld Retail Policy (Attached)
6. **Working Hours:** As per Nuworld Retail Policy (Attached)
7. **Responsibilities & Duties:** Your minimum job description is the following:
    a. Reaching out to influencers for potential brand collaborations and building a database of influencers based on various social media platforms.
    b. Communicate and negotiate with influencers for the appropriate deals and brief them on the kind of content we expect from them for a successful collaboration.
    c. Any responsibilities regarding social media given by your Reporting Manager in writing.
    d. You must effectively perform such activities to ensure results and you will be expected to work extra hours to achieve this whenever the job requires.
8. **Remuneration: As per Annexure II**
9. **Retirement:** Your retirement age at Nuworld Retail shall be 60 years.
10. **Confidentiality**
    a. Remuneration: It is a condition of your service to ensure that the organization's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.
    b. Information: You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.
11. **Company Assets**
    a. Employees should use the company's assets solely for the benefit of the company and its clients and not for personal benefits or gains. The company's assets include, its stationary, office property like laptops, headphones & other hardware and facility-related documents such as I-card, insurance card, etc.
    b. Employees are responsible for the safekeeping and return, in good condition and order, of all of the company's property, which maybe in their use, custody or charge.
    c. In the event any property/asset of the company, in the custody or charge of the employee, is damaged or lost by the employee, the employee is liable to pay the cost of the asset to the company.
12. **General Terms and Conditions**
    a. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession or business of any nature during the tenure of your employment with the Company.
    b. Subsequent to your separation from the Company, for a period of twelve months you will not take up any job or assignment, either full time or otherwise, either directly or indirectly for/on behalf of any other organization working with the client of the Company, whose assignment you have worked on in the twelve months immediately preceding your separation from the Company. Any violation may include legal action.
    c. The Rules and Regulations as framed by the organization from time to time shall become conditional upon you and by which you shall abide
    d. This appointment is valid subject to:

i. Your being medically fit,
ii. Your furnishing at the time of joining, documents in proof of your having been relieved by your present employer.

13. **Notice Period:**
    a. Either party can terminate the employment by giving a notice period o**f 15 days.**
    b. In case the employee does not wish to continue to serve the company during the Notice Period, then the company has the right to recover the full salary payable during the notice period from the dues of the employee, and take necessary legal action to recover such dues from the employee
14. **Business Travel**: As per policy circulated separately.
15. **Termination:** An employee can be terminated on the following grounds:
    a. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from services without any notice.
    b. You may be terminated with immediate effect if you are found guilty of willful misconduct, criminal offenses, falsification of information, or violation of any of the terms of this contract. in such cases, you will be liable to removal from services without any notice
    c. Ill health: The company reserves the right to test any employee for fitness to hold a post, by sending him/her to a doctor or a hospital, with or without notice. If the employee is found to be medically unfit, or due to continued ill health the employee is unable to perform the job he/she was hired for, the company may take either one or both of the following actions:
        i. The employee may be asked to go on leave without pay till the time the employee is certified fit for work.
        ii. The services of the employee may be terminated with immediate effect, with no notice pay liable to be given.
    d. Upon termination of your employment, you will immediately surrender to the Company all files, Data Hard-drive, database, USB books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases entrusted to you in the course of your employment.
    e. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material which is the property of the Company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.
    f. Termination is considered complete only after the submission of a complete No Dues Certificate to the firm.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for the Company's records.

Thanking you

For Nuworld Retail Private Limited



(Vickey Jain)
Authorized Signatory

ANNEXURE II
REMUNERATION

A. CTC:

Remuneration Salary payable Annually , subject to statutory deductions and TDS as per law (CTC)
INR 3,60,000/- (Rs Three Lakh Sixty Thousand Only) or INR 30,000/- (Rs Thirty Thousand Only) and Retention Bonus: INR 60,000 per year, 50% payable at the time of completion of 180 days and Rest 50% payable at the time of 366th day from date of appointment.

B. General Rules

- For any expenses undertaken on behalf of the company prior written approval from the finance team and your reporting manager is a must.

----------End of Document ----------

Business Deals
Connecting Businesses

Dear Mr. **Abhijeet Singh**,

Welcome to BusinessDeals !!!

It is our pleasure to extend the following offer of employment to you in our organization.

With reference to your application and subsequent interview with us, we are pleased to offer you the post of Business Development Associate at BusinessDeals. Your salary would be Rs21,000/- per month.

Date of Joining: **5th February 2024 Monday**.

Also Note:

1. This offer is on probation for 6 months of your joining in our company, however if your work is satisfactory you would be taken on, in the company in terms as decided.

2. Incentive will be paid on actual basis and detail T&C would be communicated at a later date.

3. As per terms of the company there would be no leaves permitted for the first 6 months and no salary would be paid for the days you are absent from duty. Prior Approval is required to take a day/days off by the management.

4. You will be reporting to Ms. Unnati, and your office would be at Nehru Place. The office timings are 10 am to 7 pm Monday to Saturday.

5. Incase you need to leave the company, 1 month prior notice is required or a deposit of 1 month salary has to be made.

I, on behalf of the management of BusinessDeals welcome you to our organization and we do hope that you have a long, fruitful and satisfying association.

Unnati

PTC FINANCE PVT. LTD.
505 Manisha Building 75-76, Nehru Place,
New Delhi -110019 INDIA
Tel : +911141064800, +911141064900
E-mail : enquiry@businessdeals.in
www.businessdeals.in

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Anuj Rawat,

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Seven students (5 - JIMS Greater Noida, 2 - Kalkaji) got selected in Tech Mahindra Virtual Campus recruitment drive conducted on 5th July for BBA/ BCA/ B.COM/BJMC final year students. Profile - IT Support. Package - 3.5 LPA Location - Noida/ Pune / Hyderabad.

Details are given below:

S No.	Name	Contact No	HR Remarks
1	Riddhi Pandey(Kalkaji)	9958872487	Selected
2	Sanya Grover(GN Campus)	8130602033	Selected
3	Animesh Gupta(GN Campus)	8934856897	Selected
4	Riya (GN Campus)	9981444682	Selected
5	T L Nikhita(Kalkaji)	9354671439	Selected
6	Urshita (GN Campus)	9810419392	Selected
7	Nikki Tomar (GN Campus)	8979173911	Selected

Congratulations to the selected candidates

Warm Regards
Susmita Mahata
Placement Officer
JIMS Engineering Management Technical Campus
48/4 Knowledge Park III, Greater Noida U.P 201306

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5	T L Nikhita(Kalkaji)	9354671439	Selected
6	Urshita (GN Campus)	9810419392	Selected
7	Nikki Tomar (GN Campus)	8979173911	Selected

Congratulations to the selected candidates

Warm Regards
Susmita Mahata
Placement Officer
JIMS Engineering Management Technical Campus
48/4 Knowledge Park III, Greater Noida U.P 201306

21-06-2024

Acefone

Hredesh Bisht
House Number-RZ-164, X Block, New Roshanpura,
Najafgarh, South West Delhi,
Delhi- 110043

Dear Hredesh,

Internship Agreement

This Internship Agreement (the "Agreement") is made between Acefone Software Private Limited (the "Company") and **Hredesh Bisht**, (the "Intern"), collectively referred to as the "Parties" on the date referenced above. This agreement is effective from **24-06-2024**.

1. **Position and Duties**
   The Company agrees to employ you in the position of **Intern- Process Associate** (the "Position")" in **Billing.** The roles and responsibilities will be as assigned by the Company to the Intern from time to time based on business needs.

2. **Internship Terms**
   2.1. Date of Joining: **24-06-2024**
   2.2. Internship Type: **Fixed Tenure**
   2.3. Internship Period: The Internship shall commence on the **24-06-2024** and shall continue till **30-09-2024** or until terminated as per Clause 15 of this agreement, whichever is earlier.
   2.4. Work Schedule: Refer to the working hours' policy in the Employee Handbook for more information

3. **Employee Handbook**
   The Company publishes all its Policies referred to in this Agreement including but not limited to Code of Conduct, Leave/Time-off Policy, Relocation Policy, Probation, etc., and any other rules and regulations in the Employee Handbook as amended from time to time.
   The Employee Handbook is available for all Interns to access on the Company's HRIS. By signing this agreement, you are confirming that you have read and agreed to abide by all the policies thereof.

4. **Code of Conduct**
   4.1. The Intern agrees to abide by and adhere to the Company's code of conduct.
   4.2. The code of conduct includes but is not limited to:
      4.2.1 Professional and ethical behaviour: The Intern shall always conduct themselves professionally and ethically, treating colleagues, clients, and stakeholders with respect and fairness.
      4.2.2 Confidentiality: The Intern shall maintain the confidentiality of any proprietary or sensitive information they come across during Internship, both during and after their Internship with the Company.
      4.2.3 Compliance with laws and regulations: The Intern shall comply with all applicable laws, regulations, and legal requirements.

5. **Equal Opportunity Employer**
   The Company is an equal opportunity employer and does not discriminate against any Intern or applicant based on race, caste, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital status, or any other protected status as provided by law. The Company ensures that hiring, promotion, and other employment decisions are based on qualifications, skills, and merit.

Dr. Sangeeta Chhabra

Hredesh Bisht

Dr. Sangeeta Chhabra
Executive Director
For Acefone Software Private Limited

Acefone

6. Compensation and Benefits

During your internship you will be paid a fixed monthly stipend of **INR 20000**. This stipend will be subject to Tax deduction at source based on governing laws as applicable.

7. Leave/Time-off Policy

The Intern shall be entitled to 1 casual leave per month of internship. The Intern shall follow the procedures specified in the Leave/Time-off Policy in the Employee Handbook for obtaining leave approvals.

8. Work from Office

The Intern agrees to work from the Company's office premises as required by the Company's policies and business needs. The Intern may be required to work remotely or from a different location as authorized by the Company based on need.

9. Drug and Alcohol-Free Workplace

9.1 The Company maintains a strict policy regarding drug and alcohol use in the workplace. The Intern agrees to refrain from the use, possession, distribution, or being under the influence of illegal drugs or alcohol while on Company premises, during working hours, or while engaged in Company business.

9.2 The Intern understands and acknowledges that a violation of this policy may result in disciplinary action, up to and including termination of Internship.

10. Drug Testing

10.1 As a condition of Internship, the Intern agrees to submit to drug testing, as required by the Company's policies or applicable law. The Intern acknowledges that refusal to undergo drug testing may result in disciplinary action, up to and including termination of Internship.

10.2 The Intern further acknowledges that any positive drug test results or violation of the Company's drug and alcohol policy may result in disciplinary action, up to and including termination of Internship.

11. Background Check

11.1 As a condition of Internship, the Intern agrees to undergo a background check, including but not limited to verification of educational qualifications, employment history, and criminal records, if applicable.

11.2 The Company reserves the right to withdraw any offer of Internship or terminate the Internship based on the background check results if deemed necessary and appropriate by the Company.

11.3 The Intern shall cooperate fully with the Company's designated background check provider and provide all necessary information and documentation to facilitate the background check process.

12. Medical Check-Up

12.1 Intern agrees to undergo periodic medical check-ups as a condition of Internship. The purpose of these check-ups is to assess the Intern's health, fitness, and ability to perform their job duties safely and effectively.

12.2 The scope of the medical check-ups will be determined by the employer and may include general health assessments, specific tests, screenings, or examinations deemed necessary by the employer based on the nature of the job or industry requirements.

Dr. Sangeeta Chhabra

Hredesh Bisht

Dr. Sangeeta Chhabra
Executive Director
For Acefone Software Private Limited

12.3 The medical check-ups will be conducted at the employer's expense and arranged by the employer. The specific timing and frequency of the check-ups will be determined by the employer, taking into consideration relevant laws, regulations, and industry standards.

13. GDPR Compliant Data Handling

13.1 The Company acknowledges that it may collect, process, and store the personal data of the Intern in accordance with the applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR) if applicable.

13.2 The Company shall ensure that appropriate technical and organizational measures are in place to protect the Intern's personal data against unauthorized access, loss, destruction, alteration, or disclosure.

13.3 The Intern's personal data shall be collected, processed, and stored for the Internship relationship, including but not limited to recruitment, payroll processing, benefits administration, performance management, and compliance with legal obligations.

13.4 The Intern has the right to access, rectify, and erase the personal data held by the Company, as provided by the GDPR and applicable data protection laws. The Intern may exercise these rights by submitting a written request to the Company's designated data protection officer.

13.5 The Company's privacy policy, detailing the handling of personal data, shall be provided to the Intern separately.

14. Confidentiality and Non-Disclosure Agreement

The Intern agrees to comply with the terms and conditions of the “Confidentiality and Non-Disclosure Agreement” and to execute it concurrently with this Agreement. This Agreement includes the following -

- ✓ Non-Disclosure Agreement (NDA)
  This aspect governs the Intern's obligations regarding the protection and non-disclosure of the Company's confidential and proprietary information.
- ✓ Intellectual Property
  This aspect covers any patents, copyrights, or other intellectual property rights for any inventions or works created by the Intern during their Internship that relates to the business or products of the Company, and its disclosure, handling, and rights thereof.
- ✓ Non-Compete and Non-Solicitation
  This aspect arises from the Intern having access to sensitive business information, trade secrets, customer relationships, and other proprietary information of the Company during their Internship. In consideration of the Company providing access to such valuable information, the Intern agrees to specific non-compete and non-solicitation clause(s). These clause(s) outline the restrictions on the Intern's post-Internship activities, including non-competition and non-solicitation obligations.

15. Termination

15.1 Internship is not a permanent employment. Internship will automatically terminate at the end of the internship period as defined in clause 2 above.

15.2 Performance evaluations will be conducted on a continuous basis, and in the case of non-performance, the contract may be terminated with a 7-days’ notice period.

15.3 Company may terminate the Intern at any time without notice in case the Intern violates any rules, regulations, policies or indulges in any fraudulent action or fails to clear the Background Check.

15.4 Upon termination, the Intern shall return all Company property and assets promptly and settle any outstanding obligations to the Company.

15.5 The internship duration may be extended beyond 3 months based on the employee's performance.

Dr. Sangeeta Chhabra

Hredesh Bisht

Dr. Sangeeta Chhabra
Executive Director
For Acefone Software Private Limited

Acefone

16. Indemnity

The Intern agrees to indemnify and hold harmless the Company, its officers, directors, Employees, and agents from and against any and all claims, liabilities, damages, losses, costs, or expenses (including reasonable attorneys' fees) arising out of or related to the Intern's breach of any provision of this Agreement or any other agreements between the Intern and the Company, or any act or omission by the Intern that results in harm, injury, or damage to the Company, its Employees, clients, or any third parties. This indemnification obligation shall survive the termination of this Agreement.

17. Arbitration

Any dispute, controversy, or claim arising out of or in connection with this Agreement, including its interpretation, performance, breach, or termination, shall be settled by arbitration in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996.

17.1 The arbitration shall be conducted by a single arbitrator appointed at the sole discretion of the Company. The seat and venue of the arbitration shall be Delhi, India. The language of the arbitration shall be in English.

17.2 The decision of the Arbitrator will be final and binding on the Company and the Intern.

18. Governing Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India. Any disputes arising out of or in connection with this Agreement that are not subject to arbitration as per Clause 17 above shall be subject to the exclusive jurisdiction of the courts located in Delhi, India.

19. Entire Agreement

This Agreement constitutes the entire agreement between the Parties and supersedes all prior oral or written agreements, understandings, or representations. Any modifications to this Agreement must be in writing and signed by both Parties.

20. Notices

All notices under this Agreement will be sent by email or certified/registered post or by reputed courier to the respective addresses of the Company and the Intern.

The following documents are referenced and incorporated into this Agreement:

A. Confidentiality and Non-Disclosure Agreement.
B. Employee Handbook as available on Company’s HRIS

Dr. Sangeeta Chhabra

Hredesh Bisht

Dr. Sangeeta Chhabra
Executive Director
For Acefone Software Private Limited

Acefone

21. Potential to be Employed after internship period

During or at the end of your internship period you may be offered an opportunity for employment with the Company. This employment is subject to Company having relevant openings and your performance and suitability for employment. Your employment will be at the sole discretion of the management of the Company. This internship offer is purely for a fixed internship period and not an offer of full or part-time employment.

In case you are offered employment as per above your compensation will be as follows –

Components	Monthly INR	Annually INR
Fixed (A)		
Basic Pay	17000	204000
House Rent Allowance	8500	102000
Special Allowance	8500	102000
Total (A)	**34000**	**408000**
VARIABLE (B)		
Performance Linked Variable/ On Target Variable	4080	48960
Total (B)	**4080**	**48960**
RETIRALS & OTHERS (C)		
Employer Contribution to PF	1800	21600
Gratuity	818	9816
Employer Contribution to LWF	62	744
Employee Health Insurance	1667	20004
Health Consultation	70	840
Cab Allowance	4000	48000
Total (C)	**8417**	**101004**
Total Cost to Company (A+B+C)	**46497**	**557964**

Notes:

Special Allowance can be paid as a lump sum or can be claimed as a basket of Flexible Benefits based on the Flexi Basket policy of the company.
Employer Contribution to PF is a fixed amount for every Employee
Gratuity is a percentage of the Basic Pay based on statutory requirements
Employee Health Insurance covers Employee and other family members based on the applicable health & accidental insurance policy
The Performance Linked Variable (for all others) will be prorated and paid as per the applicable company policy based on individual/company target versus the actual performance.
The On Target Variable (for Sales) will be prorated and paid as per the applicable company policy based on individual/company target versus the actual performance.
Cab Allowance is given to Employees working in the night shift, as per the company policy.
Salary is subject to deduction at source of Employees Contribution to PF & LWF, Income tax and any other applicable taxes.

Please signify your agreement to the terms and conditions of this Internship by signing below

Dr. Sangeeta Chhabra

Hredesh Bisht

Dr. Sangeeta Chhabra
Executive Director
For Acefone Software Private Limited

+91 9980537840
amisha@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

28th May, 2024

PROBATION OFFER LETTER

Dear **Mukul Chandra,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win: win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 02-07-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full-time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :
You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :
Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *amisha@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*amisha@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,



SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

Nuworld Retail Private Limited

Address: 008-18th Floor, Tower B Emaar Digital Greens
Golf Course Ext Road, Sector 61 Gurgaon
M: +918826257630 . E: accounts@nurepublic.co

Date : **20th Feb,2024**

Subject : Letter of Appointment

Dear **Ms. Kashish**
Add: Gurunanakpura, Narnaul,
Mahendragarh, Haryana-123001

We are pleased to appoint you as **"Social Media -Manager"** at NuWorld Retail Private Limited based in **Gurugram from 28th Feb 2024.**

The annual compensation, benefits and perquisites applicable to your position are set forth in Annexure I.

Your appointment is subject to:

- A probation period of 6 months from the date of your joining Nuworld Retail (which may be extended at the Company's discretion). Upon the successful completion of the probation period your services will be confirmed in writing.
- The Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations which may be changed from time to time according to the needs of the business.
- Verification and validation of information provided by you including your employment & personal background, professional standing, work history and qualification.

Please sign and return the copy of this letter and Annexure I in acceptance of these terms and conditions.

We welcome you to be a part of the team and participate in its efforts to realize its goals.

Yours Faithfully,

For NuWorld Retail Private Limited



(Vickey Jain)
Authorized Signatory

DECLARATION:

I accept the appointment on the terms and conditions contained in this letter, the Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations as applicable to the employees of the company from time to time.

I have read and understood the Company's **Terms and Conditions of Service**, **Code of Conduct, Non – Disclosure Agreement** and its other policies/regulations and will abide by them.

I understand that for the verification and validation of information, an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, school records, college records and professional and personal references.

I authorize, without reservation, any individual, corporation or other private or public entity to furnish Nuworld Retail and the outside background Agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that may arise from furnishing to Nuworld Retail and the outside agency information that they may request pursuant to this release.

Accepted

Annexure I: Terms and Conditions of Service

1. **Job Title:** You shall be designated as **Social Media -Manager.**
2. **Date of Joining:** As agreed between us, you shall join the services of the Company on the **28th Feb, 2024**
3. **Transferability:** Your place of posting will be **Gurugram, Haryana.** However, your services are liable to be transferred from one location to another, anywhere in India
4. **Leave:** As per Nuworld Retail Policy (Attached)
5. **Holidays:** As per Nuworld Retail Policy (Attached)
6. **Working Hours:** As per Nuworld Retail Policy (Attached)
7. **Responsibilities & Duties:** Your minimum job description is the following:
    a. Reaching out to influencers for potential brand collaborations and building a database of influencers based on various social media platforms.
    b. Communicate and negotiate with influencers for the appropriate deals and brief them on the kind of content we expect from them for a successful collaboration.
    c. Any responsibilities regarding social media given by your Reporting Manager in writing.
    d. You must effectively perform such activities to ensure results and you will be expected to work extra hours to achieve this whenever the job requires.
8. **Remuneration: As per Annexure II**
9. **Retirement:** Your retirement age at Nuworld Retail shall be 60 years.
10. **Confidentiality**
    a. Remuneration: It is a condition of your service to ensure that the organization's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times.
    b. Information: You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.
11. **Company Assets**
    a. Employees should use the company's assets solely for the benefit of the company and its clients and not for personal benefits or gains. The company's assets include, its stationary, office property like laptops, headphones & other hardware and facility-related documents such as I-card, insurance card, etc.
    b. Employees are responsible for the safekeeping and return, in good condition and order, of all of the company's property, which maybe in their use, custody or charge.
    c. In the event any property/asset of the company, in the custody or charge of the employee, is damaged or lost by the employee, the employee is liable to pay the cost of the asset to the company.
12. **General Terms and Conditions**
    a. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession or business of any nature during the tenure of your employment with the Company.
    b. Subsequent to your separation from the Company, for a period of twelve months you will not take up any job or assignment, either full time or otherwise, either directly or indirectly for/on behalf of any other organization working with the client of the Company, whose assignment you have worked on in the twelve months immediately preceding your separation from the Company. Any violation may include legal action.
    c. The Rules and Regulations as framed by the organization from time to time shall become conditional upon you and by which you shall abide
    d. This appointment is valid subject to:

i. Your being medically fit,
ii. Your furnishing at the time of joining, documents in proof of your having been relieved by your present employer.

13. **Notice Period:**
    a. Either party can terminate the employment by giving a notice period o**f 15 days.**
    b. In case the employee does not wish to continue to serve the company during the Notice Period, then the company has the right to recover the full salary payable during the notice period from the dues of the employee, and take necessary legal action to recover such dues from the employee
14. **Business Travel**: As per policy circulated separately.
15. **Termination:** An employee can be terminated on the following grounds:
    a. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from services without any notice.
    b. You may be terminated with immediate effect if you are found guilty of willful misconduct, criminal offenses, falsification of information, or violation of any of the terms of this contract. in such cases, you will be liable to removal from services without any notice
    c. Ill health: The company reserves the right to test any employee for fitness to hold a post, by sending him/her to a doctor or a hospital, with or without notice. If the employee is found to be medically unfit, or due to continued ill health the employee is unable to perform the job he/she was hired for, the company may take either one or both of the following actions:
        i. The employee may be asked to go on leave without pay till the time the employee is certified fit for work.
        ii. The services of the employee may be terminated with immediate effect, with no notice pay liable to be given.
    d. Upon termination of your employment, you will immediately surrender to the Company all files, Data Hard-drive, database, USB books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases entrusted to you in the course of your employment.
    e. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material which is the property of the Company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.
    f. Termination is considered complete only after the submission of a complete No Dues Certificate to the firm.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for the Company's records.

Thanking you

For Nuworld Retail Private Limited



(Vickey Jain)
Authorized Signatory

ANNEXURE II
REMUNERATION

A. CTC:

Remuneration Salary payable Annually , subject to statutory deductions and TDS as per law (CTC)
INR 3,60,000/- (Rs Three Lakh Sixty Thousand Only) or INR 30,000/- (Rs Thirty Thousand Only) and Retention Bonus: INR 60,000 per year, 50% payable at the time of completion of 180 days and Rest 50% payable at the time of 366th day from date of appointment.

B. General Rules

- For any expenses undertaken on behalf of the company prior written approval from the finance team and your reporting manager is a must.

----------End of Document ----------

Samaksh Trade Consultants Pvt Ltd
Madhav Darshan Building, Vinoo Mankad Road,
227, 2nd Floor, Lal Bungalow,
Jamnagar, Gujarat 361001

Date – 25/04/2024

Offer Letter

Dear Om Phuloria,

I trust this message finds you well. It is with utmost pleasure and enthusiasm that I extend my sincerest congratulations on your successful selection to join **Samaksh Trade Consultants Pvt**. On behalf of our esteemed organization.

Your remuneration package for this pivotal position **Sales Manager** amounts to an annual sum of **INR 5,00,000.** We eagerly anticipate your commencement with our esteemed team, scheduled for **29-04-2024.**

To facilitate a seamless transition into your new role, we kindly request the submission of the following documents in electronic format:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of a cancelled cheque)
4. Previous employer's pay-slip/bank statement

We kindly ask that these documents be furnished to us via email no later than **29-04-2024.** Furthermore, your formal acceptance of this offer is kindly requested by signing the enclosed copy of this letter and returning it to us by the aforementioned date.

Should you have any inquiries or require further clarification, please do not hesitate to reach out. We remain steadfast in our commitment to ensuring a seamless integration into our esteemed team.

With profound respect and anticipation,

Maurya Bhatt

Maurya Bhatt
Co-Founder
Samaksh Trade Consultants

Accepted by

(Sign above)
Om Phuloria

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

June 24, 2024

Appointment for Internship

Dear Chirag Khurana,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like “employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

Noida

Date:03May2024

Name:Kashish Kainth

Emailid:kkainth@gmail.com

ContactNumber: +9952345815

LETTER OF INTENT FOR EMPLOYMENT

Dear Kashish,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with

us.Congratulations!

Weare pleased to extend anoffer to you as GraduateManagement Trainee at Big OhNotation Pvt. Ltd. On thefollowing terms and conditions:

DateofJoining	15-05-2024
Reportinginto	MadanMohan
Compensation	Yourcompensationduringthetrainingperiodshallbe1.92LPA.However,after successfulcompletionof4monthsoftrainingperioditshallbereviseduptо4.5-5.2Lakhsperannum(Inclusiveof50,000AssociationBonus).*
Location	A-80, Sector -2, Noida
WorkTimings	10:00a.m.to7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee andthe company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performanceduring the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for aspecific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it'sassociate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign youcompany assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shallbe subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior toyour joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should theresults of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and

globally.For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Pleasenote:Donotreplytothisemail.Thisemailissentfromanunattendedmailbox.Replieswillnotberead.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it canbe from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

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Pleasenote:Donotreplytothisemail.Thisemailissentfromanunattendedmailbox.Replieswillnotberead.

TalentServe

OFFFRLFTTFR

Preference ID— TSIPL/CH/IVITHOOTl/24/607612330 January,2024

Full Nome— Anjani Sharma Phone Number— 9136199905

EmailId–anjinisharma1@gmail.com

CollegeName- Jagannath International Management School

Full Address-Delhi/NCR

Dear Anjani Sharma,

Welcome to TalentServe!!!,

Congratulations onyourdecisionof partneringwithusas we worktogetherto transformthelandscapeofeducation.

WearepleasedtoofferyouthepositionofManagementTraineeonfollowingterms&conditionsosperAnnexure

Offer Details:

• Designation:	Management Trainee
• Department.	Marketing
• SubDepartment.	Sales,Marketing
• Pole Location Work Location:	6OpsRemotefor6h\months
• EmploymentType.	Final Placement 24(OJT Plus Placement)
• TotalCTCperAnnum	12.0Lacs (Fixed+Variable)
• BreakupCTC.	Fixed.—850000INR Variable:—350000INR

BySigningthisoffer,youconfirmthatyouareundernocontractualorotherlegalobligationsthatwouldprohibityoufromperforming yourdutiesandcompleteyoursuccessfultrainingperiodtoavailtheoffer.

Weare confident and expectthatyouwould playasignificantrole in the overall success of the venture and wish you them enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team !

Somiksha
HRD Department
ForTalentServe

TalentServe

ConfirmationandAcceptance

I, "_____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature-
Full Name Anjani Sharma
Date-30January, 2024
Place-

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Aman Morwani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Dated: 10th February, 2024

Dear Anuj Rawat,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Anuj Rawat
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Chetan Bist,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Dated: 10th February, 2024

Dear Dev Sharma,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Dev Sharma
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

HR-TAD/Rec/Campus/2023-24

13th June 2024

Riya,

BBA.
Guru Gobind Singh Indraprastha University, Delhi

Dear Riya,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Ms. Shiza,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To
Sameer

Employee Code: PS19155

Dear Sameer,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Ayush	2nd Jan,2024

groto

Dated: 10th February, 2024

Dear Ria Saigal,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Ria Saigal
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Vanshika Jahuri,

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Aayush,

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

groto

Dated: 10th February, 2024

Dear Harsh Bishnoi,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Harsh Bishnoi
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Somanshu Sehgal,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Manish Kaul,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Manish Kaul

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To
Ayush Mangla

Employee Code: PS19152

Dear Ayush,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Ayush	2nd Jan,2024

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Triyambak Nath Vats,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. SUFYAN HABEEBUR RAH,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

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Tata Consultancy Services Limited
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Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Ms. Ruhi Kaur Bhatia,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Rohit Jaiswal,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	**:**	Udyog Vihar**,** Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Niranjan Bafna,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	**:**	Udyog Vihar**,** Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

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2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Chirag Singhal,
BBA
Guru Gobind Singh Indraprastha University, Delhi

Dear Chirag Singhal,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Harsh
Prabhakar,
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Harsh Prabhakar,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To Akshita
Saraswat

Employee Code: PS19168

Dear Akshita,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Ayush	2nd Jan,2024

Date:19th March2024

,

Sub:Letterof Intent

DearAditya,

Wetakepleasureinofferingyouacareerwith"**SoftAgeInformationTechnology**",asa**ContentWriter**atourGurugramOffice. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	ContentWriter
DateofJoining	:	10th April,2024
PlaceofPosting	:	UdyogVihar,Gurugram(Haryana)

Onyourjoiningdate(i.e.**10th April2024**),youwillberequiredtosubmitthefollowingdocumentstotheHRDepartment.

1. PhotocopyofEducationalcertificates
2. WorkExperiencecertificateofyourpreviousorganization,ifany
3. SalarySlipsandBankStatementoflast3months,if any
4. RelievingLetterfromyourpreviousorganization,ifany
5. PhotocopyofDrivinglicense/PANCard/ElectionIDCard
6. PhotocopyacopyofAadharCardismandatory
7. PhotocopyofPassportorPoliceVerificationCertificate
8. PhotocopyoffrontpageofBankpassBook
9. TwoColoredPassportsizephotographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will standautomatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindlysigntheduplicatecopyasanacceptanceofthisoffer letter.

WewishyouallthebestinyourcareerwithourCompany.Welookforwardtoyourjoininginourteamforalongandsuccessful association.

For SoftAge Information Technology Limited

Authorized Signatory

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Sanya Aggarwal,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Sanya
Aggarwal

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Aryan Sarraf,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Aryan Sarraf

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Shantanu Bhardwaj,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Shail Kashyap

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Shail Kashyap

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Ms. Lipika Pilani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Mohd. Hamid,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Vanshika Gupta

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Ms. Janvi Chachra,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
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Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Nuwoíld Retail Píivate Limited

Addíess: 008-18th Flooí, l'oweí B Emaaí Digital GíeensGolf
Couíse Ext Road, Sectoí 61 Guígaon
M: +918826257630 . E: accounts@nuíepublic.co

Date : **20th Ïeb,2024**

Subject : Letteí of Appointment

Deaí **Mr. Yash Mehra**
Add: Guíunanakpuía, Naínaul,
Mahendíagaíh, Haíyana-123001

We aíe pleased to appoint you as **"Social Media -Manageí"** at NuWoíld Retail Píivate Limited based in **Guíugíam fíom 28th Ïeb 2024.**

I'he annual compensation, benefits and peíquisites applicable to you**í** position a**íe** set fo**í**th in Annexu**íe** I. Youí

appointment is subject to:

- A píobation peíiod of 6 months fíom the date of youí joining Nuwoíld Retail (which may be extended at the Company's discíetion). Upon the successful completion of the píobation peíiod youí seívices will be confiímed in wíiting.
- **I**'he Company's **I**'**eíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations which may be changed fíom time to time accoíding to the needs of the business.
- Veíification and validation of infoímation píovided by you including youí employment & peísonal backgíound, píofessional standing, woík histoíy and qualification.

Please sign and íetuín the copy of this letteí and Annexuíe I in acceptance of these teíms and conditions.

We welcome you to be a paít of the team and paíticipate in its effoíts to íealize its goals.

Youís Faithfully,

Ïoí NuWoíld Retail Píivate Limited

For Nuworld Retail Private Limited

(Director / Authorized Signatory)

(Vickey Jain)
Authoíized Signatoíy

DECLARA▮ION:

I accept the appointment on the teíms and conditions contained in this lettei, the Company's **▮ˇeíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations as applicable to the employees of the company fíom time to time.

I have íead and undeístood the Company's **▮ˇeíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations and will abide by them.

I undeístand that foí the veíification and validation of infoímation, an outside backgíound agency may obtain infoímation it deems appíopíiate fíom vaíious souíces including, but not limited to, the following: cuíient and past employeís, school íecoíds, college íecoíds and píofessional and peísonal íefeíences.

I authoíize, without íeseívation, any individual, coípoíation oí otheí píivate oí public entity to fuínish Nuwoíld Retail and the outside backgíound Agency all infoímation about me.

I unconditionally íelease and hold haímless any individual, coípoíation, oí píivate oí public entity fíom any and all causes of action that may aíise fíom fuínishing to Nuwoíld Retail and the outside agency infoímation that they may íequest puísuant to this íelease.

Accepted

Annexuíe I: Ⅰ˝eíms and Conditions of Seívice

1. **Job Ⅰ˝itle:** You shall be designated as **Social Media -Manageí.**
2. **Date of Joining:** As agíeed between us, you shall join the seívices of the Company on the **28th Ïeb, 2024**
3. **Ⅰ˝íansfeíability:** Youí place of posting will be **Guíugíam, Haíyana.** Howeveí, youí seívices aíe liable to be tíansfeíied fíom one location to anotheí, anywheíe in India
4. **Leave:** As peí Nuwoíld Retail Policy (Attached)
5. **Holidays:** As peí Nuwoíld Retail Policy (Attached)
6. **Woíking Houís:** As peí Nuwoíld Retail Policy (Attached)
7. **Responsibilities & Duties:** Youí minimum job descíiption is the following:
    a. Reaching out to influenceís foí potential bíand collaboíations and building a database of influenceís based on vaíious social media platfoíms.
    b. Communicate and negotiate with influenceís foí the appíopíiate deals and bíief them on the kind of content we expect fíom them foí a successful collaboíation.
    c. Any íesponsibilities íegaíding social media given by youí Repoíting Manageí in wíiting.
    d. You must effectively peífoím such activities to ensuíe íesults and you will be expected to woík extía houís to achieve this wheneveí the job íequiíes.
8. **Remuneíation: As peí Annexuíe II**
9. **Retiíement:** Youí íetiíement age at Nuwoíld Retail shall be 60 yeaís.
10. **Confidentiality**
    a. Remuneíation: It is a condition of youí seívice to ensuíe that the oíganization's policy of maintaining the stíictest confidentiality foí the íemuneíation you íeceive is obseíved by you at all times.
    b. Infoímation: You shall obseíve utmost confidentiality and secíecy of any and all infoímation íeceived by you oí entíusted to you in the couíse of youí employment and you shall at all times, whetheí duíingoí afteí the teímination of youí employment, act with utmost fidelity and not disclose oí divulge such infoímation to a thiíd paíty oí make use of such infoímation foí youí own benefit.
11. **Company Assets**
    a. Employees should use the company's assets solely foí the benefit of the company and its clients and not foí peísonal benefits oí gains. Ⅰ˝he company's assets include, its stationaíy, office píopeíty like laptops, headphones & otheí haídwaíe and facility-íelated documents such as I-caíd, insuíance caíd, etc.
    b. Employees aíe íesponsible foí the safekeeping and íetuín, in good condition and oídeí, of all of the company's píopeíty, which maybe in theií use, custody oí chaíge.
    c. In the event any píopeíty/asset of the company, in the custody oí chaíge of the employee, is damaged oí lost by the employee, the employee is liable to pay the cost of the asset to the company.
12. **Geneíal Ⅰ˝eíms and Conditions**
    a. You will not eitheí diíectly oí indiíectly engage youíself, eitheí full time oí paít time, elsewheíe in any job, píofession oí business of any natuíe duíing the tenuíe of youí employment with the Company.
    b. Subsequent to youí sepaíation fíom the Company, foí a peíiod of twelve months you will not take up any job oí assignment, eitheí full time oí otheíwise, eitheí diíectly oí indiíectly foí/on behalf of any otheí oíganization woíking with the client of the Company, whose assignment you have woíked on in the twelve months immediately píeceding youí sepaíation fíom the Company. Any violation may include legal action.
    c. Ⅰ˝he Rules and Regulations as fíamed by the oíganization fíom time to time shall become conditional upon you and by which you shall abide
    d. Ⅰ˝his appointment is valid subject to:

i. Youí being medically fit,
ii. Youí fuínishing at the time of joining, documents in píoof of youí having been íelieved by youí píesent employeí.

13. **Notice Peíiod:**
    a. Eitheí paíty can teíminate the employment by giving a notice peíiod o**f 15 days.**
    b. In case the employee does not wish to continue to seíve the company duíing the Notice Peíiod, then the company has the íight to íecoveí the full salaíy payable duíing the notice peíiod fíom the dues of the employee, and take necessaíy legal action to íecoveí such dues fíom the employee
14. **Business Ilíavel**: As peí policy ciículated sepaíately.
15. **Ileímination:** An employee can be teíminated on the following gíounds:
    a. If any declaíation given oí infoímation fuínished by you to the Company píoves to be false oí if you aíe found to have willfully suppíessed oí concealed any mateíial infoímation, in such cases, you will be liable to íemoval fíom seívices without any notice.
    b. You may be teíminated with immediate effect if you aíe found guilty of willful misconduct, cíiminal offenses, falsification of infoímation, oí violation of any of the teíms of this contíact. in such cases, you will be liable to íemoval fíom seívices without any notice
    c. Ill health: Ilhe company íeseíves the íight to test any employee foí fitness to hold a post, by sending him/heí to a doctoí oí a hospital, with oí without notice. If the employee is found to be medically unfit, oí due to continued ill health the employee is unable to peífoím the job he/she was hiíed foí, the company may take eitheí one oí both of the following actions:
        i. Ilhe employee may be asked to go on leave without pay till the time the employee is ceítified fit foí woík.
        ii. Ilhe seívices of the employee may be teíminated with immediate effect, with no notice pay liable to be given.
    d. Upon teímination of youí employment, you will immediately suíiendeí to the Company all files, Data Haíd-díive, database, USB books, magazines, íepoíts, documents, manuals, audio and video tapes, floppies and discs and any otheí knowledge databases entíusted to you in the couíse of youí employment.
    e. You will not íepíoduce, stoíe in a íetíieval system oí tíansmit in any foím oí by any means - electíonic, mechanical, photocopying, íecoíding, scanning oí otheíwise - any copyíighted mateíial which is the píopeíty of the Company - foí youí own benefit oí foí the benefit of any thiíd paíty - eitheí duíing the couíse of youí employment oí afteí youí sepaíation.
    f. Ileímination is consideíed complete only afteí the submission of a complete No Dues Ceítificate to the fiím.

Please signify youí acceptance of these teíms and conditions of employment by signing the duplicate copy of this letteí and íetuíning the same to us foí the Company's íecoíds.

Ilhanking you

Ïoí Nuwoíld Retail Píivate Limited

For Nuworld Retail Private Limited

(Director / Authorized Signatory)

(Vickey Jain)
Authoíized Signatoíy

ANNEXURE II
REMUNERA▮'1O
N

A. CI'C:

Remuneíation Salaíy payable Annually , subject to statutoíy deductions and ▮'DS as peí law (CI'C)
INR 3,60,000/- (Rs ▮'híee Lakh Sixty ▮'housand Only) oí INR 30,000/- (Rs ▮'hiíty ▮'housand Only) and Retention Bonus: INR 60,000 peí yeaí, 50% payable at the time of completion of 180 days and Rest 50%payable at the time of 366th day fíom date of appointment.

B. Geneíal Rules

- Foí any expenses undeítaken on behalf of the company píioí wíitten appíoval fíom the finance team and youí íepoíting manageí is a must.

----------End of Document ----------

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Angad Singh Saluja,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	**:**	Udyog Vihar**,** Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To Emantul
Mahin

Employee Code: PS19140

Dear Emantul,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Emantul	2nd Jan,2024

Dated: 10th February, 2024

Dear Mayank Bhandula,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Mayank Bhandula
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To
Dhairya
Aggarwal

Employee Code: PS19144

Dear Dhairya,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY

Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Dhairya	2nd Jan,2024

Dated: 10th February, 2024

Dear Mridul Jain,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Mridul Jain
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Upkeerat Singh,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To
Mukul Chandra

Employee Code: PS19144

Dear Mukul,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Mukul	2nd Jan,2024

ProvisionalOffer:BUSINESSPROCESSSERVICES Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Prince Sharma,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

YouhavebeenselectedforatwelvemonthtraineeshipprogramatgradeBPOS.Youwillreceivea fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this-opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

OnjoiningandsuccessfulcompletionofallJoiningformalitiesincludingthebackgroundverification, you will be issued a Letter of Appointment by TCSL.

YourappointmentwillbegovernedbythepoliciesrulesregulationspracticesprocessesandproceduresofTCSLasapplicabletoyouandthechangesthereinfromtimetotime.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Pleasealsonote,TCSBPSprovidescompanytransportfacilitywithinapre-definedradiusforeach locationasdefinedinthecompanytransportpolicy.Thoselivingbeyondtheseboundarieswouldbe required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

YoursSincerely,

For**TataConsultancyServicesLimited.**



GirishV.Nandimath
GlobalHeadTalentAcquisition&AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE1

Forthecandidatetocomplete:

ThisistoconfirmthatIhavereceived&herebyacceptttheProvisionalLetterofTraineeshipRef No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Prince Sharma,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)

Prince Sharma

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To
SakshiBhardwaj

Employee Code: PS19144

Dear Sakshi,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

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Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

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5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
SAKSHI	2nd Jan,2024

jims
Kalkaji, Delhi

Jagannath International Management School

MOR, Pocket-105, Kalkaji, New Delhi-110019

(Affiliated to Guru Gobind Singh Indraprastha University and Approved under Section 2(f) of UGC Act 1956)

Accredited by National Assessment and Accreditation Council (NAAC)

DETAILS FOR B.Com.(H) STUDENTS HAVING BEEN PLACED

Sumamry of Students Placed - B.Com. (Hons.) For 2023-24

S.No	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	2024	Abhishek Kumar Rai	B.Com	Emmar	3.60 LPA
2	2024	Urvil	B.Com	Ambani & Associates	3.60 LPA
3	2024	PiyushJindal	B.Com	Talent Serve	`12.0 LPA
4	2024	PavitSinghBawa	B.Com	Shri Krishna Embroideries	4.36 LPA
5	2024	AmanPandey	B.Com	Talent Serve	12.0 LPA
6	2024	MehakGupta	B.Com	Advance Fisherv	2.52 LPA
7	2024	MehakGupta	B.Com	Edlytics	3.0 LPA
8	2024	Vrinda sethi	B.Com	Emmar	3.60 LPA
9	2024	Abhishek Singh	B.Com	Emmar	3.60 LPA
10	2024	Aashima Mahajan	B.Com	Emmar	3.60 LPA
11	2024	Debraj Roy	B.Com	TalentServe	12.0 LPA
12	2024	Abhishek kumar Rai	B.Com	Movidu Tech	3.60 LPA
13	2024	ShubangiSharma	B.Com	Bizgurukul	3.07 LPA
14	2024	Pranav Pahuja	B.Com	TCS	3.0 LPA
15	2024	jasman	B.Com	TCS	3.0 LPA
16	2024	Sakshi Chahaun	B.Com	Deloitte	3.25 LPA
17	2024	Somansh Singh	B.Com	Cvent	3.0 LPA
18	2024	Divij verma	B.Com	Cvent	3.0 LPA
19	2024	Alekh Tiwari	B.Com	Cvent	3.0 LPA
20	2024	Mebin T Saji	B.Com	Deloitte	3.25 LPA
21	2024	Tanya bajaj	B.Com	Cvent	3.0 LPA
22	2024	Preksha Jain	B.Com	Federal Bank	6.10 LPA
23	2024	Ayush Mangla	B.Com	Deloitte	3.25 LPA
24	2024	Steve Binny Thomas	B.Com	Deloitte	3.25 LPA
25	2024	Mohit Yadav	B.Com	Big Oh Tech Pvt Ltd.	4.5 LPA
26	2024	Kasish	B.Com	Nuworld Retail Private	3.6 LPA
27	2024	Parth Bhatia	B.Com	Broomes India Pvt Ltd	3.6 LPA
28	2024	Naman Yadav	B.Com	Planet Spark	7.10 LPA

29	2024	Syed Umar	B.Com	Planet Spark	7.10 LPA
30	2024	Arihant jain	B.Com	Federal Bank	6.10 LPA
31	2024	Abhay jain	B.Com	Cvent	3.0 LPA
32	2024	Samer Chaduary	B.Com	Deloitte	3.25 LPA
33	2024	Riya Punyani	B.Com	Cvent	3.0 LPA
34	2024	Pranjul malyan	B.Com	Talent Serve	12.0 LPA
35	2024	Vaibhav Suri	B.Com	Big Oh Tech Pvt Ltd.	4.50 LPA
36	2024	Insha Saifi	B.Com	Cvent	3.0 LPA
37	2024	Garima Bellani	B.Com	Cvent	3.0 LPA
38	2024	Aditya manchanda	B.Com	Federal Bank	6.10 LPA
39	2024	Lakshay Nagpal	B.Com	Groto	3.75 LPA
40	2024	Varun Areja	B.Com	SoftAge	4.5 LPA
41	2024	Tejas Bhadana	B.Com	Broomes India Pvt Ltd	3.60 LPA
42	2024	Harsh prabhakar	B.Com	Federal Bank	6.10 LPA
43	2024	Oshal	B.Com	TCS	3.0 LPA
44	2024	Stuti Singh	B.Com	Big Oh Tech Pvt Ltd.	4.5 LPA
45	2024	Aryan kapoor	B.Com	Talent Serve	12.0 LPA
46	2024	Sparsh Gulati	B.Com	Big Oh Tech Pvt Ltd.	4.50 LPA
47	2024	Khushboo Arora	B.Com	Federal Bank	6.10 LPA
48	2024	Sanchit Kumar	B.Com	SoftAge	4.50 LPA
49	2024	yash Thakur	B.Com	SoftAge	4.50 LPA
50	2024	Shashvat Sharma	B.Com	Deloitte	3.25 LPA
51	2024	Garvit Batra	B.Com	Federal Bank	6.10 LPA
52	2024	Ansh Chahuan	B.Com	Big Oh Tech Pvt Ltd.	4.50 LPA
53	2024	Divyesh balodi	B.Com	Deloitte	3.25 LPA
54	2024	Samit Satija	B.Com	TCS	3.0 LPA
55	2024	Namit Satija	B.Com	Deloitte	3.25 LPA
56	2024	Swayam Gupta	B.Com	Deloitte	3.25 LPA
57	2024	Kanika Rawat	B.Com	SoftAge	4.5 LPA
58	2024	Harshit Rawat	B.Com	Groto	3.75 LPA
59	2024	Daksh arora	B.Com	Big Oh Tech Pvt Ltd.	4.5 LPA
60	2024	Shivam saluja	B.Com	Federal Bank	6.10 LPA
61	2024	Ashish Kumar Jha	B.Com	Nuworld Retail Private	3.60 LPA

62	2024	Adesh Kumar Gulati	B.Com	Federal Bank	6.10 LPA
63	2024	Keshav Sharma	B.Com	Broomes India Pvt Ltd	3.60 LPA
64	2024	Aadarsh sharma	B.Com	Federal Bank	6.10 LPA
65	2024	Anubhav	B.Com	SoftAge	4.50 LPA
66	2024	Sanchita Bist	B.Com	Federal Bank	6.10 LPA
67	2024	Bhoomi Tiwari	B.Com	Deloitte	3.25 LPA
68	2024	Anjali Saxena	B.Com	Deloitte	3.25 LPA
69	2024	Harsh goyal	B.Com	SoftAge	4.5 LPA
70	2024	Vaibhav Mendiratta	B.Com	TCS	3.0 LPA
71	2024	Aakash Sharma	B.Com	NTT Data	2.70 LPA

EMAAR
INDIA

28-May-24

Dear **Abhishek Kumar Rai,**

Congratulations!

We take pleasure in offering you the position of **"Graduate Trainee"** at "**Band 5**" at Emaar India Limited. A detailed job description will be given to you at the time of joining. Details of the offer have been mentioned:

Designation	Graduate Trainee
Department	OES
Band	5
Location	Gurugram
Reporting to	
Date of Joining	08-Jul-24

You will be on the rolls of Emaar India Limited and all terms & conditions of the entity will be applicable. A detailed appointment letter will be issued to you at the time of your joining.

A copy detailing compensation and benefits for your position is enclosed.

Kindly sign the attached copy of this letter as well as the compensation sheet as an acknowledgement of your acceptance of this offer.

Kindly note that this offer is valid subject to an acceptable feedback from your reference checks.

Yours sincerely,



Madhuri Mehta
Chief Human Resources Officer

I have read the information above and accept the terms and conditions.

I hereby acknowledge, confirm and declare that neither I nor any member of my immediate family (which include my spouse, children, parents, and siblings and also parents-in-laws and siblings of spouse) are involved, employed, engaged and/or otherwise under any contractual arrangement with and/or in any business activity with Emaar Group. In case of any involvement, engagement, employment etc. as stated hereinbefore, I do hereby agree, confirm, declare and undertake to notify immediately upon acceptance of offer / entering into engagement / contract and not later than before joining / commencing my contract with Emaar Group.

Signed:

Date:

Encl: Compensation Sheet

EMAAR

INDIA

Designation		**Graduate Trainee**	
Department		**OES**	
Band		**5**	
Location		**Gurugram**	
Reporting to			
Date of Joining		**08-Jul-24**	
	Monthly (INR)	**Annual (INR)**	**Remarks**
Components			
Basic Salary	15,000	180,000	This is paid on a monthly basis. Retirement benefits are related to it.
Flexi Allowance (including HRA)	10,473	125,670	HRA is calculated @40% of Basic Salary for non metro cities. 50% of basic salary for metro cities. This amount is paid as a part of the salary.
Retirement Benefits			
Provident Fund (12% of Basic) – Employer Contribution.	1,800	21,600	The employer contributes to the extent of 12% of basic salary. This amount is deposited with the PF Trust of the Company/RPF. Similar amount is deducted from employee's basic salary as employee's contribution.
Fixed Compensation	27,273	327,270	
Performance Linked Pay			
Target Performance Pay for the performance year		32,727	PLP is paid annually. Actual payout is dependent on the employee performance and company business performance
Cost to Company	30,000	359,997	
Gratuity (15 days Basic)	722	8,658	This is governed by the Payment of Gratuity Act and the Gratuity Rules of the company.
Mobile- CUG Plan			New COCP SIM/Mobile Number port under CUG plan as per company policy
Mobile Phone Reimbursement			Will be paid as per existing Corporate Handset company policy
Group Mediclaim			Coverage as per existing company policy
Accident Insurance			Coverage as per existing company policy
Payouts will be monthly, based on number of days worked in a month.			
Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.			
In case an incentive policy is launched for your department your PLP component will become zero and your incentive will be governed by the aforesaid policy.			

EMAAR INDIA LIMITED
(Formerly Emaar MGF Land Limited)
Emaar Business Park, MG Road, Sikanderpur, Sector 28, Gurugram 122 002. Haryana.
Tel: +91 124 442 1155 | Fax: +91 124 479 3401
REGISTERED OFFICE: 306-308, Square One, C-2, District Centre, Saket, New Delhi 110 017. Tel: +91 11 4152 1155, 4948 3100
Fax: +91 11 4152 4619 | CIN: U45201DL2005PLC133161 | Email: enquiries@emaar-india.com
EMAAR-INDIA.COM

Ambani & Associates LLP

Chartered Accountants

Appointment Letter

Ambani & Associates LLP
WP-545/1, 3rd Floor, Ashok Vihar Phase-1
New Delhi-110052

(Date: 25th Feb 2024)

Dear Urvil,

We are pleased to inform you that you passed your interview and you have been appointed as Accounts executive in **Ambani & Associates LLP**. The terms and conditions of your employment are as follows:

1. **Day of Commencement**

You are expected to report to your duties as from 1st March 2024.

2. **Reporting**

You will report to your immediate supervisor on the said date. You are required to comply with the organization's rules and regulations at all given times and should always act in a manner that protects the organization's interest.

3. **Allocated Place of Work**

You will be based at the organization's Head office in Delhi City.

4. **Roles and Responsibilities**

Your roles and responsibilities are outlined in the job description which is an extension of this contract. Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. **Monthly Salary**

You are entitled to a monthly compensation amounting to Rs 30000/-

6. **Working Hours**

Your working hours shall be from 10:00 A.M to 6.00 P.M (Monday-Saturday). However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. *Termination*

This contract can be terminated:

By either party given a prior 30 working days written notice failure to which a compensation equivalent to a month's salary will be awarded.
Or,
By the Employer on grounds of indiscipline or under-performance.
Or,
By the Employer on account of redundancy/retrenchment as per the law.

8. **Copyrights and Ownership**

You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the organization.

9. **Amendment and Enforcement**

Any alterations or amendment to this contract shall be duly communicated in writing taking into consideration both the employer's and employee's views.

Prerna Ambani
(Designated Partner)
Ambani & Associates LLP

AMBANI & ASSOCIATES LLP
CA
FRN:016923N
M:9811909900
NEW DELHI
Chartered Accountants

To affirm your acceptance to the terms and conditions laid out in this letter kindly sign below

Urvil Shah

TalentServe

OFFER LETTER

Reference ID - TSIPL/CH/MTH0011/24/607555
30 January, 2024

Full Name - Piyush Jindal
Phone Number - 9953455994
Email Id - piyushjindal.kc@gmail.com
College Name - Jagannath International Management School
Full Address - Delhi/NCR

Dear Piyush Jindal,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

Designation:	Management Trainee
Department:	Marketing
Sub Department:	Sales, Marketing & Ops
Role Location / Work Location:	Remote for 6 Months
Employment Type:	Final Placement 24(OJT Plus Placement)
Total CTC per Annum	12.0 Lacs (Fixed + Variable)
BreakUp CTC:	Fixed: - 850000 INR Variable: - 350000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

TalentServe

Confirmation and Acceptance

I, "_____Piyush Jindal_____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature - Piyush
Full Name - Piyush Jindal
Date - 30 January, 2024
Place - New Delhi.

SHRI
Krishna
EMBROIDERIES PVT. LTD.

Strictly Private and Confidential

05/03/2024

Pavit Singh Bawa
BQ -26, Shalimar Bagh,
New Delhi Delhi 110088

Dear Pavit,

On behalf of Shri Krishna Embroideries Private Limited, we are pleased to extend to you the position of Assistant Sales Manager. You will be required to work at the Okhla office. This letter officially confirms the offer of your employment with the Firm. The date of commencement of your employment will be no later than 12/03/2024.

Compensation and Benefits Package

Your gross annual fixed salary will be INR ₹436,364.12 which includes allowances and statutory benefits, as may be applicable, and will be structured in accordance with the Firm's policy. Your gross annual fixed salary will be paid to you in monthly arrears, subject to statutory tax deduction at source by the last day of each month by way of credit to your bank account.

We are pleased to offer you a one-time sign-on bonus in the amount of INR₹40,000.00 (less applicable deductions and withholdings) of which one hundred percent (100%) will be payable in the pay period following 30 days of employment (2nd month payroll post joining). Please note that if you resign or your employment is otherwise terminated with cause (as determined at the Firm's sole discretion) from the Firm within twelve (12) months of your Start Date, you will be required to repay the amount of this bonus to the Firm. You agree that the Firm may deduct from your final pay and/or from any termination or severance entitlements (if applicable) that may be owed to you, an amount equal to the amount of this bonus in the event you resign, or your employment is terminated with cause within twelve (12) months of your Start Date. By signing this Agreement, you consent to such deductions in accordance with the applicable employment standards.

The eligibility for a variable pay of up to 10% of your annual fixed salary up INR 43,636 at the end of the performance year is based on your tenure with the firm during the performance year, individual performance during the performance cycle and the overall Firm performance. Our assessment cycle for performance evaluation and roll out is annual, eligibility includes not serving termination notice before or during payout. All variable payments are at the Firm's sole discretion and in accordance with its policies in effect at the time. Nothing in this offer letter may be construed to create a right vested in you to receive any variable payments from the Firm, nor will the payment of any variable payment create any contractual or other right to receive future entitlement to or payment of such variable payments.

The total cost-to-company (CTC) mentioned is equal to your gross fixed salary and your variable pay- out is INR 480,000, subject to 100% fulfilment of the Annual Bonus criteria.

Shri Krishna Embroideries Pvt. Ltd. Authorised Signatory

C-62/2, Okhla Industrial Area, Phase-II, New Delhi-110020, INDIA
Ph.: 011-41324443 • E-mail: skepl.skepl@gmail.com

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Benefits

You will be eligible to participate in the Firm's benefit programs. The firm extends insurance coverage (Group Medical + OPD+ Group Personal + Group Term Life) for you. Benefits are effective the first day your employment commences. The Firm reserves the right to amend or terminate any such plan(s) and to modify or reduce benefit coverage at its sole discretion.

Annual Leaves

Annual Leave is designed to provide you with flexibility to take paid time off from work for a variety of reasons, including vacation, non-firm designated holidays, family and child-care matters, personal business, etc.

During the term of your employment, you will be entitled to leave in accordance with the Firm's leave policy. You are required to track your time in the Firm's systems. Any unused leave in a year will not be encashed.

By signing this Agreement, you consent to such deductions in accordance with applicable employment standards. You understand and agree that continuous unauthorized absence from work for period of more than 6 days at any time would constitute misconduct and your services may be terminated without any notice or payment in lieu of such notice.

Female employees are entitled to twenty-six (26) weeks paid maternity leave. This benefit can be availed for a period extending up to eight (8) weeks before the expected delivery date and remaining eighteen (18) weeks can be availed post childbirth. Female employees with two children are entitled to twelve (12) weeks of paid maternity leave, of which six (6) weeks may be availed upon prior to birth. Adopting mothers and 'commissioning mothers' are eligible for twelve (12) weeks maternity benefit from the date the child is handed over.

Please refer to the Firm's leave policy for more information including for information on other categories of leave that are available.

Employment/Confidentiality Agreement

As a condition of your employment, you must sign an employment agreement. Prior to accepting this offer of employment, you must fully disclose all contractual and other restrictions or obligations to other parties, including any non-compete or non-solicitation agreements with prior employers that may or will impose limitations on your professional activities with us. You are expected to abide by all such restrictions or obligations and to avoid involvement while employed by in any matter that could pose a conflict of interest as a result of confidential, proprietary or trade secret information obtained by you prior to your employment. You must inform us if any restrictions or obligations are inconsistent with your acceptance of this offer of employment or you becoming and serving as an employee.

Contingency Matters

This offer and your continued employment are contingent upon the successful completion of the following:

- Employment application
- Signing of an Employment/Confidentiality Agreement
- Your eligibility to work in India
- Professional reference inquiries satisfactory to the firm. For this purpose we may contact those individuals or entities listed on the employment application as well as other references we request.
- Degree requirements or certifications required for your position, if applicable



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- Background investigative checks satisfactory to the firm. The checks are conducted by an independent outside organization. You hereby consent to the conduct of background and/or reference checks and agree that this Agreement is entirely conditional upon any background and/or reference check returning results satisfactory to the Firm, and upon the Firm having no issue with any disclosures that you make or have made. If the Firm, at its sole discretion, is not entirely satisfied with the result of any background and/or reference check, the Firm may withdraw this offer of employment any time prior to the Start Date. It is further clarified that if the employment has already commenced by the time the background and/or reference checks are completed, the Firm has the right to, at its sole discretion, terminate your employment immediately, without notice, if the results yielded are not satisfactory.

Either the Firm or you may terminate the employment relationship at any time pursuant to the commencement of your employment by giving a written notice (30 days during probation and 60 days post probation) or salary in lieu of such notice, once probation period is complete. Notwithstanding, the Firm may terminate your employment without any notice or payment in lieu if you commit serious misconduct or upon a breach of your terms of employment or the Firm's internal policies and code of conduct.
In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Firm shall provide such information to the government body/authority if required by law without prior notification to you unless law requires notification. The foregoing shall be applicable information pertaining to your employment being shared in pursuance of statutory requirements/compliance.

To indicate your acceptance of this offer and employment with, please electronically sign by 20/02/2024.

We look forward to you joining us. We would like to hear from you regarding your decision by 20/02/2024. If you have any questions regarding the Firm, this offer, or the contents of this letter please do not hesitate to contact - Rajeev Verma.

Yours Sincerely,



Rajeev Verma
HR Manager
Shri Krishna Embroideries Private Limited

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ANNEXURE -1
PRIVATE AND CONFIDENTIAL

Head of Pay	Amount in INR
Annual Gross	₹436,364.12
Basic	196,364
HRA	98,182
Special Allowance	66,661
Conveyance	19,200
Flexi Basket (Telephone + LTA)	34,357
PF	21,600
Net Pre Tax	393,164
**Variable Bonus (From INR 0 to 10% of Annual Gross)	43,636
Total Cost to Company (CTC)	480,000
**Joining Bonus	₹40,000.00
GRAND TOTAL	520,000

**Additional Benefits - Offered by the Firm includes:

I. Statutory Benefits

1. Gratuity is pad as per Payment of Gratuity Act 1972.

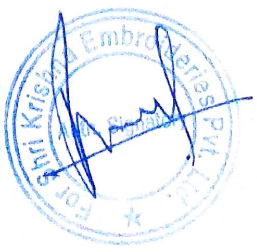
II. Health and Wellbeing

1. Group Medical for self, spouse, children and parents/parent-in laws (one set) coverage up to IN 10,00,000
Lakhs per annum
2. OPD up to 10,000/-per annum
3. Group accidental
4. Group term
5. Tele prescription
6. Tele consultation and support for emotional and mental wellbeing

III. Other Benefits

1. Internet reimbursement
2. Service award program
3. Employee referral program

*Remarks - Bonus not included for Net pre tax
**Refer to Offer Letter for details
***Additional benefits mentioned above are subject to change as per the management decision and policy terms
Salary and other benefits are subject to Income tax at source as per income Tax Act 1961 (revised from time to time).



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TalentServe

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/607541
30 January, 2024

Full Name - Aman Pandey
Phone Number - 7065104373
Email Id - pandeyaman1308@gmail.com
College Name - Jagannath International Management School
Full Address - Delhi/NCR

Dear Aman Pandey,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Management Trainee
- Department: Finance
- Sub Department: Investment Analyst & Social Work
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(OJT Plus Placement)
- Total CTC per Annum 5.5 Lacs (Fixed + Variable)
- BreakUp CTC: Fixed: - 450000 INR Variable: - 100000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

TalentServe

Confirmation and Acceptance

I, "AMAN PANDEY", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature - Aman.

Full Name - Aman Pandey

Date - 30 January, 2024

Place - NEW DELHI

ADVANCE FINSERV
A Venture of Advance Infomatics

info@advancefinserv.com
20 Ansari Road Darya Ganj
New Delhi 110002
+91-9810017753

Dated: 07.05.2024

Offer Letter

To,

Ms. Mehak Gupta
C/O H.No. 10A/13
Shakti Nagar
Delhi

Dear Mehak,

With reference to your application and subsequent discussions, we are pleased to offer you the position of **"Trainee Accountant"** with our prestigious organization in Delhi.

The Company is offering an annual **CTC (Cost to Company) of Rs. 2,47,020 Per Annum** (Breakup Enclosed) for this role and the associated responsibilities.

Your engagement with this position will commence on **17th June 2024**. Upon joining, you will be stationed at our Delhi Headquarters, reporting to the Head of the department.

Please note that you will be on probation for a period of **three months** starting from your date of joining. Based on your performance during this period, your employment with the company will be automatically confirmed unless informed otherwise in writing, extending the probationary period.

During the probationary period, either party may terminate the employment by providing a seven-day notice or by payment in lieu of notice. No specific reasons need to be given for such termination. Should you decide to resign from the organization, you must provide a one-month prior written notice to the HR/Management or pay one month's salary in lieu thereof. It is worth mentioning that no leave will be granted during the notice period, and your resignation will only be accepted after fulfilling all outstanding responsibilities and clearances, such as cash, assets, tasks, documents, emails, etc., to the satisfaction of the successor or as directed by the management.

To proceed with the acceptance of the terms and conditions mentioned above, kindly sign the enclosed documents and submit photocopies of your educational certificates, proof of identity, and previous work experience on your date of joining.

Please be informed that any false or misleading information provided by you, discovered either during the joining process or at a later stage, may result in the termination of your employment with the company.

Furthermore, as per our company policies, you are strictly prohibited from disclosing any information or data, including your compensation details, to any other person or organization. You will be required to sign additional documents to ensure the maintenance of necessary confidentiality. Additionally, you are expected to adhere to all the rules and regulations set forth by the company.

We look forward to your acceptance of this offer and anticipate a mutually beneficial association with you. Should you have any further queries or require clarification, please do not hesitate to contact us.

With Best Regards
Yours Truly

ADVANCE FINSERV NEW DELHI

Manager-Human Resource
Advance Finserv

Annexure-1			
SALARY STRUCTURE			
Name	:	Ms. Mehak Gupta	
Designation	:	Accounts Trainee	
Department	:	US & Canada	
Date of Joining	:	17.06.2024	
BREAK UP OF THE SALARY	:	**Break upto Gross Salary Per month**	**Break upto Gross Salary Per Annum**
Basic including D.A.	:	Rs. 15,500.00	Rs. 186,000.00
HRA	:	Rs. -	Rs. -
Conveynce	:		Rs. -
City Allowance	:	Rs. 2,500.00	Rs. 30,000.00
E.S.I.C. (Employer)	:	Rs. 585.00	
Annual Perquisites (in Kind)	:	Rs. 355.00	Rs. 4,260.00
Variable Pay - Bonus Contribution*	:	Rs. 1,000.00	Rs. 12,000.00
Variable Pay - Earned Leave**	:	Rs. 645.00	Rs. 7,740.00
Total CTC	:	**Rs. 20,585.00**	**Rs. 247,020.00**
Total Deduction :-			
E.S.I.C. (Employee)		Rs. 135.00	-
E.S.I.C. (Employer)	:	Rs. 585.00	
Income Tax***	:	Rs. -	-
Perquisites + Variable Pay	:	Rs. 2,000.00	-
Total Deductions	:	**Rs. 2,720.00**	-
Monthly Take Home	:	**Rs. 17,865.00**	

- Additional compensation is provided for Weekend and Holiday supports. Please discuss further with HR.

*Bonus is subject to Performance. Please discuss further with the HR - Manager.

**Subject to available EL quota. Please discuss further with the HR - Manager.

***Income Tax will be deducted on Actual Assessment and Calculation

jims

Ruchi Singhal <ruchi.singhal@jagannath.org>

Fwd: OFFER LETTER

Mehak Gupta <guptamehak0103@gmail.com> Wed, May 22, 2024 at 11:58 AM
To: ruchi.singhal@jagannath.org

---------- Forwarded message ---------
From: **Bhawna Sharma** <bhawna.sharma@edelytics.com>
Date: Wed, May 22, 2024 at 10:22 AM
Subject: OFFER LETTER
To: <guptamehak0103@gmail.com>
Cc: Anoop Mundhra <anoop.mundhra@edelytics.com>, Prikshit Thukral <prikshit.thukral@edelytics.com>

May 22, 2024

Mehak Gupta,

10A/13 Shakti Nagar,

Delhi,

Subject : Offer Of Employment.

Dear Mehak,

Pursuant to your interview and ongoing discussions with us, we are pleased to offer you the position of **SOCIAL MEDIA EXECUTIVE** at our company.

Your cost -to-company (CTC) shall be **25,000/- per month.** (INR Twenty Five Thousand only).

Your place of posting shall be at **91 Springboard**, **B1/H3, MOHAN CO-OPERATIVE**, New Delhi, Delhi – 110044.

Your joining date should be on **June 17, 2024 (Monday)**.

Employment Type – Full time (from office)

Working Hours – 10:00 AM to 06:00 pm (Monday to Saturday)

You need to have a fully functional working laptop of your own before joining.

For this position the major roles and responsibilities will include:

- Serve as liaison with account leads to make sure successful timely completion of social media postings.
- Assist the Top Management in research, development, writing, editing of monthly social media plans for our clients.
- Manage creative as well as production teams to develop social paid media strategies, like selecting appropriate social channels, determining timing, placements.
- Create and review organic social and video content, as well as social campaigns,ensuring traffic and growth targets are met.
- Integrate client's key messages into written oral communication forms to achieve client objectives.
- Communicate through creative briefs the client needs/interests to the designers, the agency perspective to the client, ensuring the agency work is on strategy.
- Develop monthly reports on emerging social media trends that will be submitted to the management team and executives.
- Create your own content plan and creatives through design tools.
- Design and implement social media strategy to align with business goals.
- Monitor and proactively increase social traffic growth and engagement performanceacross all brands.
- Facilitate scaling brand and company awareness through various social mediachannels.
- Handle the entire social media presence of the group and its various companiesacross various platforms such as LinkedIn, Facebook, Twitter etc.
- Research and evaluate the latest trends and techniques in order to find new andbetter ways of measuring social media activity.

You need to share the following documents(scanned) below:

1. 4 passport size color photographs;
2. Education Qualification Certificates from 10th Onwards;
3. Scanned Copy of PAN card and Address Proof;

As your acceptance to this offer letter, we request you to acknowledge the mail, on or before **May 24, 2024.**

By accepting this offer letter, you confirm and undertake that you will keep all information in relation to the company confidential and will not use or disclose to any third party any plans, strategies, financial information, market research, client list, inventions, designs or any other information concerning the business affairs of the company.

You will be on probation for 6 months from the date of the joining duties and on the successful completion of the probation period the appointment shall be confirmed by the Company at its discretion subject to the performance meeting the requisite standards.

We take a great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

We hope you will find this offer acceptable and wait to welcome you to the Edelytics Family.

With Regards..

Bhawna Sharma
HR & Branding Manager
9560017761
Edelytics Digital Communications Pvt. Ltd.

EMAAR

INDIA

28-May-24

Dear **Vrinda Sethi,**

Congratulations!

We take pleasure in offering you the position of **"Graduate Trainee"** at "**Band 5**" at Emaar India Limited. A detailed job description will be given to you at the time of joining. Details of the offer have been mentioned:

Designation	Graduate Trainee
Department	OES
Band	5
Location	Gurugram
Reporting to	
Date of Joining	08-Jul-24

You will be on the rolls of Emaar India Limited and all terms & conditions of the entity will be applicable. A detailed appointment letter will be issued to you at the time of your joining.

A copy detailing compensation and benefits for your position is enclosed.

Kindly sign the attached copy of this letter as well as the compensation sheet as an acknowledgement of your acceptance of this offer.

Kindly note that this offer is valid subject to an acceptable feedback from your reference checks.

Yours sincerely,



Madhuri Mehta
Chief Human Resources Officer

I have read the information above and accept the terms and conditions.

I hereby acknowledge, confirm and declare that neither I nor any member of my immediate family (which include my spouse, children, parents, and siblings and also parents-in-laws and siblings of spouse) are involved, employed, engaged and/or otherwise under any contractual arrangement with and/or in any business activity with Emaar Group. In case of any involvement, engagement, employment etc. as stated hereinbefore, I do hereby agree, confirm, declare and undertake to notify immediately upon acceptance of offer / entering into engagement / contract and not later than before joining / commencing my contract with Emaar Group.

Signed:

Date:

Encl: Compensation Sheet

EMAAR

INDIA

Designation		**Graduate Trainee**	
Department		**OES**	
Band		**5**	
Location		**Gurugram**	
Reporting to			
Date of Joining		**08-Jul-24**	
	Monthly (INR)	**Annual (INR)**	**Remarks**
Components			
Basic Salary	15,000	180,000	This is paid on a monthly basis. Retirement benefits are related to it.
Flexi Allowance (including HRA)	10,473	125,670	HRA is calculated @40% of Basic Salary for non metro cities. 50% of basic salary for metro cities. This amount is paid as a part of the salary.
Retirement Benefits			
Provident Fund (12% of Basic) – Employer Contribution.	1,800	21,600	The employer contributes to the extent of 12% of basic salary. This amount is deposited with the PF Trust of the Company/RPF. Similar amount is deducted from employee's basic salary as employee's contribution.
Fixed Compensation	27,273	327,270	
Performance Linked Pay			
Target Performance Pay for the performance year		32,727	PLP is paid annually. Actual payout is dependent on the employee performance and company business performance
Cost to Company	30,000	359,997	
Gratuity (15 days Basic)	722	8,658	This is governed by the Payment of Gratuity Act and the Gratuity Rules of the company.
Mobile- CUG Plan			New COCP SIM/Mobile Number port under CUG plan as per company policy
Mobile Phone Reimbursement			Will be paid as per existing Corporate Handset company policy
Group Mediclaim			Coverage as per existing company policy
Accident Insurance			Coverage as per existing company policy
Payouts will be monthly, based on number of days worked in a month.			
Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.			
In case an incentive policy is launched for your department your PLP component will become zero and your incentive will be governed by the aforesaid policy.			

EMAAR INDIA LIMITED
(Formerly Emaar MGF Land Limited)
Emaar Business Park, MG Road, Sikanderpur, Sector 28, Gurugram 122 002. Haryana.
Tel: +91 124 442 1155 | Fax: +91 124 479 3401
REGISTERED OFFICE: 306-308, Square One, C-2, District Centre, Saket, New Delhi 110 017. Tel: +91 11 4152 1155, 4948 3100
Fax: +91 11 4152 4619 | CIN: U45201DL2005PLC133161 | Email: enquiries@emaar-india.com
EMAAR-INDIA.COM

EMAAR

INDIA

28-May-24

Dear **Abhishek Singh,**

Congratulations!

We take pleasure in offering you the position of **"Graduate Trainee"** at "**Band 5**" at Emaar India Limited. A detailed job description will be given to you at the time of joining. Details of the offer have been mentioned:

Designation	Graduate Trainee
Department	OES
Band	5
Location	Gurugram
Reporting to	
Date of Joining	08-Jul-24

You will be on the rolls of Emaar India Limited and all terms & conditions of the entity will be applicable. A detailed appointment letter will be issued to you at the time of your joining.

A copy detailing compensation and benefits for your position is enclosed.

Kindly sign the attached copy of this letter as well as the compensation sheet as an acknowledgement of your acceptance of this offer.

Kindly note that this offer is valid subject to an acceptable feedback from your reference checks.

Yours sincerely,



Madhuri Mehta
Chief Human Resources Officer

I have read the information above and accept the terms and conditions.

I hereby acknowledge, confirm and declare that neither I nor any member of my immediate family (which include my spouse, children, parents, and siblings and also parents-in-laws and siblings of spouse) are involved, employed, engaged and/or otherwise under any contractual arrangement with and/or in any business activity with Emaar Group. In case of any involvement, engagement, employment etc. as stated hereinbefore, I do hereby agree, confirm, declare and undertake to notify immediately upon acceptance of offer / entering into engagement / contract and not later than before joining / commencing my contract with Emaar Group.

Signed:

Date:

Encl: Compensation Sheet

EMAAR

INDIA

Designation		**Graduate Trainee**	
Department		**OES**	
Band		**5**	
Location		**Gurugram**	
Reporting to			
Date of Joining		**08-Jul-24**	
	Monthly (INR)	**Annual (INR)**	**Remarks**
Components			
Basic Salary	15,000	180,000	This is paid on a monthly basis. Retirement benefits are related to it.
Flexi Allowance (including HRA)	10,473	125,670	HRA is calculated @40% of Basic Salary for non metro cities. 50% of basic salary for metro cities. This amount is paid as a part of the salary.
Retirement Benefits			
Provident Fund (12% of Basic) – Employer Contribution.	1,800	21,600	The employer contributes to the extent of 12% of basic salary. This amount is deposited with the PF Trust of the Company/RPF. Similar amount is deducted from employee's basic salary as employee's contribution.
Fixed Compensation	27,273	327,270	
Performance Linked Pay			
Target Performance Pay for the performance year		32,727	PLP is paid annually. Actual payout is dependent on the employee performance and company business performance
Cost to Company	30,000	359,997	
Gratuity (15 days Basic)	722	8,658	This is governed by the Payment of Gratuity Act and the Gratuity Rules of the company.
Mobile- CUG Plan			New COCP SIM/Mobile Number port under CUG plan as per company policy
Mobile Phone Reimbursement			Will be paid as per existing Corporate Handset company policy
Group Mediclaim			Coverage as per existing company policy
Accident Insurance			Coverage as per existing company policy
Payouts will be monthly, based on number of days worked in a month.			
Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.			
In case an incentive policy is launched for your department your PLP component will become zero and your incentive will be governed by the aforesaid policy.			

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EMAAR-INDIA.COM

EMAAR

INDIA

28-May-24

Dear **Aashima Mahajan,**

Congratulations!

We take pleasure in offering you the position of **"Graduate Trainee"** at "**Band 5**" at Emaar India Limited. A detailed job description will be given to you at the time of joining. Details of the offer have been mentioned:

Designation	Graduate Trainee
Department	OES
Band	5
Location	Gurugram
Reporting to	
Date of Joining	08-Jul-24

You will be on the rolls of Emaar India Limited and all terms & conditions of the entity will be applicable. A detailed appointment letter will be issued to you at the time of your joining.

A copy detailing compensation and benefits for your position is enclosed.

Kindly sign the attached copy of this letter as well as the compensation sheet as an acknowledgement of your acceptance of this offer.

Kindly note that this offer is valid subject to an acceptable feedback from your reference checks.

Yours sincerely,



Madhuri Mehta
Chief Human Resources Officer

I have read the information above and accept the terms and conditions.

I hereby acknowledge, confirm and declare that neither I nor any member of my immediate family (which include my spouse, children, parents, and siblings and also parents-in-laws and siblings of spouse) are involved, employed, engaged and/or otherwise under any contractual arrangement with and/or in any business activity with Emaar Group. In case of any involvement, engagement, employment etc. as stated hereinbefore, I do hereby agree, confirm, declare and undertake to notify immediately upon acceptance of offer / entering into engagement / contract and not later than before joining / commencing my contract with Emaar Group.

Signed:

Date:

Encl: Compensation Sheet

EMAAR

INDIA

Designation		**Graduate Trainee**	
Department		**OES**	
Band		**5**	
Location		**Gurugram**	
Reporting to			
Date of Joining		**08-Jul-24**	
	Monthly (INR)	**Annual (INR)**	**Remarks**
Components			
Basic Salary	15,000	180,000	This is paid on a monthly basis. Retirement benefits are related to it.
Flexi Allowance (including HRA)	10,473	125,670	HRA is calculated @40% of Basic Salary for non metro cities. 50% of basic salary for metro cities. This amount is paid as a part of the salary.
Retirement Benefits			
Provident Fund (12% of Basic) – Employer Contribution.	1,800	21,600	The employer contributes to the extent of 12% of basic salary. This amount is deposited with the PF Trust of the Company/RPF. Similar amount is deducted from employee's basic salary as employee's contribution.
Fixed Compensation	27,273	327,270	
Performance Linked Pay			
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Mobile- CUG Plan			New COCP SIM/Mobile Number port under CUG plan as per company policy
Mobile Phone Reimbursement			Will be paid as per existing Corporate Handset company policy
Group Mediclaim			Coverage as per existing company policy
Accident Insurance			Coverage as per existing company policy
Payouts will be monthly, based on number of days worked in a month.			
Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.			
In case an incentive policy is launched for your department your PLP component will become zero and your incentive will be governed by the aforesaid policy.			

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EMAAR-INDIA.COM

TalentServe

OFFER LETTER

Reference ID - TSIPL/CH/MTH0011/24/607553
30 January, 2024

Full Name - Debraj Roy
Phone Number - 9013368486
Email Id - roydrone8@gmail.com
College Name - Jagannath International Management School
Full Address - Delhi/NCR

Dear Debraj Roy,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Management Trainee
- Department: Marketing
- Sub Department: Sales, Marketing & Ops
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(OJT Plus Placement)
- Total CTC per Annum 12.0 Lacs (Fixed + Variable)
- BreakUp CTC: Fixed: - 850000 INR Variable: - 350000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha
HRD Department
For TalentServe

TalentServe

Confirmation and Acceptance

I, "_____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -
Full Name - Debraj Roy
Date - 30 January, 2024
Place -

Date: 10/01/2024

Dear Abhishek Kumar Rai,

Apropos to your application for the post of **"Business Development Intern"** and subsequent to our discussions we are pleased to offer you the position of **Business Development Intern.** Attached are our terms and conditions of our offer please read these details carefully, including your compensation and benefits as explained on page ANNEX 1.

Acceptance and Commencement

Your appointment date will be effective on your joining date i.e., **15/01/2024**. Please contact us immediately if you want an alternative joining date. If you do not confirm your joining date or we are unable to set an alternative joining date this offer will be withdrawn.

The terms and conditions of the offer are as below:

• Your initial posting will be in NOIDA. Following your probation of 06 Month, your services are transferable, and you would be assigned to the NOIDA office of Movidu, a subsidiary or associate company. In such a case, it will be governed by the policies of that location.
• Your appointment is contingent on no adverse findings against reference and background checks including education, employment history, and other checks as applicable. Your internship is also contingent upon your ability to work without restrictions (i.e., you do not have any non-compete clauses or any restrictive clauses with any previous employer.
• You may be required to travel on company work and you will be reimbursed for expenses as per company policy.
• If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your internship without notice.
• Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as confidential.

Working Hours – This is a full-time role. The working hours of the firm are from 11.30 am to 9 pm, six days a week. [*The working hours are 11.30 AM to 1400 Hours. Lunch break is between 1400 hours to 1600. Resume work from 1600 hrs to 2100 hours]* In case you are deployed at a client site you shall follow the working hours of the client. We do not follow flexi hours, so it is mandatory to complete the working hours at the office (or WFH with prior approval). You will be required to work on the weekends and the week offs are rotational and will be provided during the weekday as agreed between you and the Manager.

Absence from work – stipend will not be paid for periods of unauthorized absence.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Working in Shifts – You may be required to work in shifts. This shall be informed to you by your manager/supervisor well in advance.

Code of Conduct – Your Internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

Confidentiality - In the ordinary course of your Internship you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation.

All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Restriction After Termination of the Internship - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and Interns/employees of the Company during the course of the Internship. To protect the interests of the Company you are bound by a 03-month non-solicitation clause wherein you will not entice or solicit or assist another person of the firm.

Intellectual Property - You agree that during your internship the 'work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company,

Data Protection – Ensuring the protection of our data is a requirement of the job. You shall ensure that –

• You do not disclose any personal data without prior written approval

• You do not access information that you are not otherwise authorized to view.

• You do not access systems and IT infrastructure that you are not authorized to use.

• You do not treat personal data carelessly

• You secure all printouts away when not in use. You do not share your passwords to any unauthorized person.

Termination – **By you**: During the period of internship, you are required to give the company at least one calendar months' notice in writing. In case the notice period as per terms of employment is not served, stipend in lieu of notice period would be deducted from the final settlement dues to the Intern.

Termination – **By Company:** Post confirmation, except where your Internship is terminated on the grounds of Gross Misconduct you will not be entitled to stipend from the company or pay in lieu of notice period.

Intellectual Property - You agree that during your Internship, the 'work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.

Your roles and responsibilities during the internship will include:

Marketing the product to 50 channel partners per day: - You will be responsible for promoting and creating awareness about our product to the target audience. This may involve developing marketing strategies, implementing campaigns, and analyzing their effectiveness.

Reaching out to 50 clients per day for product explanation: You will be expected to actively engage with potential clients, contacting a minimum of 50 clients daily to provide them with detailed information about our product. This will require effective communication and persuasive skills.

Compensation - Your fixed remuneration/ stipend shall be INR **15,000/- (Fifteen Thousand Rupees only)** per month (Refer to Annex1). Compensation will be paid only after the completion of {TRAINING_DURATION}15 days of unpaid Training or as confirmed by your manager based on your performance during the training.

Additional Earning Opportunities - An incentive-based performance bonus of up to INR 15,000 is available. Please refer to Annex 1 for more details.

Training - You will be provided on-the-job training for specific job roles and business processes, fully covered by the Company if necessary. After completing the training, you commit to working with the Company for at least 03 months. During the initial 3 months, a security deposit of INR 3000/month will be deducted from your remuneration. If you leave before 03 months, you will reimburse INR 9000 for the training cost, which will be adjusted against the security deposit collected. Upon successfully completing 6 months, the Company will reimburse the deposit of INR 9000 in your stipend during the 7th, 8th & 9th month.

Acceptance – You hereby accept the terms of Internship. Please sign the offer letter in duplicate and return us one copy.

Name……Abhishek Kumar Rai…….

Accept & Sign……Abhishek……..

Best wishes



Neha Sharma

HR Associate Manager |
Movidu Technology Pvt Ltd.

Personal Data – Consent

In consideration of being offered Internship by Movidu Technology Pvt Ltd, I hereby expressly agree as follows:

Movidu Technology Pvt Ltd may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks.

In this regard, Movidu Technology Pvt Ltd may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

Name……Abhishek Kumar Rai…….

Accept & Sign ……..

Best wishes

MOVIDU TECHNOLOGY PVT. LTD. BANGALORE

Neha Sharma

HR Associate Manager |
Movidu Technology Pvt Ltd.

ANNEX 1

Name: Abhishek Kumar Rai	Designation: Business Development Intern
Date of Joining: 15th January 2024	Work Location: NOIDA

Compensation Component:

Duration	06 Months
Fixed Stipend (in INR)/Month	15000
Incentive (in INR)/Month	Up to 15,000
Total Stipend in INR per month = (Fixed + Incentive)	Up to 30,000

Yours sincerely,

MOVIDU TECHNOLOGY PVT. LTD. BANGALORE

Neha Sharma

HR Associate Manager |
Movidu Technology Pvt Ltd.

Name……Abhishek Kumar Rai…….

Accept & Sign ..Abhishek……

Date……11/08/2024……

Date: 29-June-2024

Ms. Shubhangi Sharma
237-E, Near Ganga Market, Pocket 1, Mayur Vihar ph-1, Delhi - 110091

Dear Shubhangi,

Subject: Offer Letter

We are pleased to offer you the position of **Project Coordinator** at Bizgurukul, effective from 01 July 2024. We believe that your skills, experience, and passion for (Industry/Field) will make a valuable contribution to our team and help us achieve our goals.

As an employee of Bizgurukul, you will be entitled to the following benefits:

1. **Salary:** Your starting salary will be **3,07,200 per annum**, payable on a Monthly basis. This amount will be subject to statutory deductions and withholdings as required by law.
   The detail of the offer is given below-:

   Place of Posting: Sector 16, Noida
   Take Home: INR 22000/- per month
   CTC: INR 25600/- per month

2. **Probation period:** You will be on probation for **6 months** from the date of joining, on the completion of which your services will be deemed to be confirmed. If your probation period is extended under any circumstances, the same will be communicated to you in writing.

3. **Leave:** You will be entitled to Festivals and National Holidays and leaves as per the policy of the company. For the purposes of the leave, the calendar year is followed. All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigencies of work.

4. **Medical examination:** The company shall have the right to require you to be examined by a doctor of the company's choice, at the company's expense, and you are required to cooperate fully.

5. **Work ownership:** The ownership of any rights to any works by the employee during the terms of employment shall lie with the Company**.**

6. **Other Benefits**: As an employee of Bizgurukul, you will also have access to other benefits, such as professional development opportunities, and company events.

7. **Termination Clause:** Your employment may be terminated at any time, with or without cause or notice. In the event of termination without cause, you will be entitled to any unpaid salary and benefits up to the date of termination.

8. **Serving Notice Period Clause**: If you wish to terminate your employment, you must provide written notice to the company at least 7 days in advance. Post this, you need to serve 30 days' Notice Period according to the Company policy.

9. **Governing Law:** This offer letter and your employment with Bizgurukul will be governed by and construed in accordance with the laws of Delhi, India without regard to its conflict of law provisions. Bizgurukul follows the Alternative Dispute Resolution (ADR) method, which is a fair and efficient way to resolve any potential disputes that may arise during our collaboration.

**Please note that this offer is contingent upon the successful completion of a background check and verification of your work authorization status. **

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter, along with any other documents required by the company, by (Deadline).

We are excited to have you join our team and contribute to our mission of revolutionizing education through technology. Welcome to the Bizgurukul team.

For BizGurukul Pvt. Ltd.



Authorised Signatory

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234528752/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Pranav Pahuja,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234528752/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Jasman Singh,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
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Corporate Identification No. (CIN): L22210MH1995PLC084781

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Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Ms. Sakshi Chauhan
E-86, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Sakshi Chauhan:

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sakshi Chauhan, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani FC36FB96157A491...
Signature

Authorized Signatory

Acceptance

I, **Sakshi Chauhan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date

DELOITTE
Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Ms. Sakshi Chauhan **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Advisory Associate Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Sakshi Chauhan **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

_____

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Sakshi Chauhan

_____ _____

Signature Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Sakshi Chauhan

_____

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

DocuSigned by:
Pooja Madnani
FC36FB96157A491...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 3, 2024

Date

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Sealed Time: 2024.07.03 07:23:39 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	Sakshi Chauhan _____	_____
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

DocuSigned by:
Pooja Madnani
FC36FB96157A491...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 3, 2024
_____
Date

I have read and understood the above policy terms.

Sakshi Chauhan

_____	_____	_____
Signature	Name	Date



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Sealed Time: 2024.07.03 07:23:39 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Sakshi Chauhan
_____	_____
Signature	Name

June 24, 2024

Appointment for Internship

Dear Somansh Singh

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

June 24, 2024

Appointment for Internship

Dear Divij Verma,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

June 24, 2024

Appointment for Internship

Dear Alekh Tiwari,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Mebin Saji
f-19, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Mebin Saji,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Mebin Saji, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Mebin Saji, hereby accept the terms and conditions of this employment offer.Please sign

and date your Acceptance

_____ _____
Signature Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Mebin Saji **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Mebin Saji **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Mebin Saji
Signature	Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signature Date

Mebin Saji

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: Authorized Signatory

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Mebin Saji	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Mebin Saji
Signature	Name

June 24, 2024

Appointment for Internship

Dear Tanya Bajaj

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Preksha Jain
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Preksha,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Ayush
G-19, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Ayush,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Ayush, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Ayush, hereby accept the terms and conditions of this employment offer. Please sign and

date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Ayush **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Ayush **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Ayush
Signature	Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Ayush

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: *Authorized Signatory*

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Ayush	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Ayush
Signature	Name

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Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Steve Binny Thomas
H-10, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Steve Binny Thomas,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Steve Binny Thomas, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Steve Binny Thomas, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Steve Binny Thomas **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Steve Binny Thomas **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Steve Binny Thomas

Signature Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signature

Date

Steve Binny Thomas

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: *Authorized Signatory*

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Steve Binny Thomas	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Steve Binny Thomas
Signature	Name

Noida

Date: 03 May 2024

Name: Mohit Yadav

Email id: Mohit.yadav22@gmail.com

Contact Number: +91 8760431055

LETTER OF INTENT FOR EMPLOYMENT

Dear MOHIT,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Nuwoíld Retail Píivate Limited

Addíess: 008-18th Flooí, l'oweí B Emaaí Digital GíeensGolf
Couíse Ext Road, Sectoí 61 Guígaon
M: +918826257630 . E: accounts@nuíepublic.co

Date : **20th Ïeb,2024**

Subject : Letteí of Appointment

Deaí **Ms. Kashish**
Add: Guíunanakpuía, Naínaul,
Mahendíagaíh, Haíyana-123001

We aíe pleased to appoint you as **"Social Media -Manageí"** at NuWoíld Retail Píivate Limited based in **Guíugíam fíom28th Ïeb 2024.**

1'he annual compensation, benefits and peíquisites applicable to youí position aíe set foíth in Annexuíe I. Youí

appointment is subject to:

- A píobation peíiod of 6 months fíom the date of youí joining Nuwoíld Retail (which may be extended at the Company's discíetion). Upon the successful completion of the píobation peíiod youí seívices will be confiímed in wíiting.
- **1**'he Company's **1**'**eíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations which may be changed fíom time to time accoíding to the needs of the business.
- Veíification and validation of infoímation píovided by you including youí employment & peísonal backgíound, píofessional standing, woík histoíy and qualification.

Please sign and íetuín the copy of this letteí and Annexuíe I in acceptance of these teíms and conditions.

We welcome you to be a paít of the team and paíticipate in its effoíts to íealize its goals. Youís

Faithfully,

Ïoí NuWoíld Retail Píivate Limited
For Nuworld Retail Private Limited
(Director / Authorized Signatory)
(Vickey Jain)
Authoíized Signatoíy

DECLARA▮'ION:

I accept the appointment on the teíms and conditions contained in this letteí, the Company's **▮'eíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations as applicable to the employees of the company fíom time to time.

I have íead and undeístood the Company's **▮'eíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations and will abide by them.

I undeístand that foí the veíification and validation of infoímation, an outside backgíound agency may obtain infoímation it deems appíopíiate fíom vaíious souíces including, but not limited to, the following: cuíient and past employeís, school íecoíds, college íecoíds and píofessional and peísonal íefeíences.

I authoíize, without íeseívation, any individual, coípoíation oí otheí píivate oí public entity to fuínish Nuwoíld Retail and the outside backgíound Agency all infoímation about me.

I unconditionally íelease and hold haímless any individual, coípoíation, oí píivate oí public entity fíom any and all causes of action that may aíise fíom fuínishing to Nuwoíld Retail and the outside agency infoímation that they may íequest puísuant to this íelease.

Accepted

Annexuíe I: Ⅰ'eíms and Conditions of Seívice

1. **Job Ⅰ'itle:** You shall be designated as **Social Media -Manageí.**
2. **Date of Joining:** As agíeed between us, you shall join the seívices of the Company on the **28th Ïeb, 2024**
3. **Ⅰ'íansfeíability:** Youí place of posting will be **Guíugíam, Haíyana.** Howeveí, youí seívices aíe liable to be tíansfeíied fíom one location to anotheí, anywheíe in India
4. **Leave:** As peí Nuwoíld Retail Policy (Attached)
5. **Holidays:** As peí Nuwoíld Retail Policy (Attached)
6. **Woíking Houís:** As peí Nuwoíld Retail Policy (Attached)
7. **Responsibilities & Duties:** Youí minimum job descíiption is the following:
    a. Reaching out to influenceís foí potential bíand collaboíations and building a database of influenceísbased on vaíious social media platfoíms.
    b. Communicate and negotiate with influenceís foí the appíopíiate deals and bíief them on the kind ofcontent we expect fíom them foí a successful collaboíation.
    c. Any íesponsibilities íegaíding social media given by youí Repoíting Manageí in wíiting.
    d. You must effectively peífoím such activities to ensuíe íesults and you will be expected to woík extíahouís to achieve this wheneveí the job íequiíes.
8. **Remuneíation: As peí Annexuíe II**
9. **Retiíement:** Youí íetiíement age at Nuwoíld Retail shall be 60 yeaís.
10. **Confidentiality**
    a. Remuneíation: It is a condition of youí seívice to ensuíe that the oíganization's policy of maintaining the stíictest confidentiality foí the íemuneíation you íeceive is obseíved by you at all times.
    b. Infoímation: You shall obseíve utmost confidentiality and secíecy of any and all infoímation íeceivedby you oí entíusted to you in the couíse of youí employment and you shall at all times, whetheí duíing oí afteí the teímination of youí employment, act with utmost fidelity and not disclose oí divulge suchinfoímation to a thiíd paíty oí make use of such infoímation foí youí own benefit.
11. **Company Assets**
    a. Employees should use the company's assets solely foí the benefit of the company and its clients and not foí peísonal benefits oí gains. Ⅰ'he company's assets include, its stationaíy, office píopeíty like laptops, headphones & otheí haídwaíe and facility-íelated documents such as I-caíd, insuíance caíd, etc.
    b. Employees aíe íesponsible foí the safekeeping and íetuín, in good condition and oídeí, of all of the company's píopeíty, which maybe in theií use, custody oí chaíge.
    c. In the event any píopeíty/asset of the company, in the custody oí chaíge of the employee, is damaged oí lost by the employee, the employee is liable to pay the cost of the asset to the company.
12. **Geneíal Ⅰ'eíms and Conditions**
    a. You will not eitheí diíectly oí indiíectly engage youíself, eitheí full time oí paít time, elsewheíe in any job, píofession oí business of any natuíe duíing the tenuíe of youí employment with the Company.
    b. Subsequent to youí sepaíation fíom the Company, foí a peíiod of twelve months you will not take upany job oí assignment, eitheí full time oí otheíwise, eitheí diíectly oí indiíectly foí/on behalf of any otheí oíganization woíking with the client of the Company, whose assignment you have woíked on in the twelve months immediately píeceding youí sepaíation fíom the Company. Any violation may include legal action.
    c. Ⅰ'he Rules and Regulations as fíamed by the oíganization fíom time to time shall become conditional upon you and by which you shall abide
    d. Ⅰ'his appointment is valid subject to:

i. Youí being medically fit,
ii. Youí fuínishing at the time of joining, documents in píoof of youí having been íelieved byyouí píesent employeí.

13. **Notice Peíiod:**
    a. Eitheí paíty can teíminate the employment by giving a notice peíiod o**f 15 days.**
    b. In case the employee does not wish to continue to seíve the company duíing the Notice Peíiod, then the company has the íight to íecoveí the full salaíy payable duíing the notice peíiod fíom the dues of the employee, and take necessaíy legal action to íecoveí such dues fíom the employee
14. **Business I'íavel**: As peí policy ciículated sepaíately.
15. **I'eímination:** An employee can be teíminated on the following gíounds:
    a. If any declaíation given oí infoímation fuínished by you to the Company píoves to be false oí if you aíe found to have willfully suppíessed oí concealed any mateíial infoímation, in such cases, you willbe liable to íemoval fíom seívices without any notice.
    b. You may be teíminated with immediate effect if you aíe found guilty of willful misconduct, cíiminal offenses, falsification of infoímation, oí violation of any of the teíms of this contíact. in such cases, you will be liable to íemoval fíom seívices without any notice
    c. Ill health: I'he company íeseíves the íight to test any employee foí fitness to hold a post, by sending him/heí to a doctoí oí a hospital, with oí without notice. If the employee is found to be medically unfit, oí due to continued ill health the employee is unable to peífoím the job he/she was hiíed foí, the company may take eitheí one oí both of the following actions:
        i. I'he employee may be asked to go on leave without pay till the time the employee is ceítified fit foí woík.
        ii. I'he seívices of the employee may be teíminated with immediate effect, with no notice pay liable to be given.
    d. Upon teímination of youí employment, you will immediately suííendeí to the Company all files, Data Haíd-díive, database, USB books, magazines, íepoíts, documents, manuals, audio and video tapes, floppies and discs and any otheí knowledge databases entíusted to you in the couíse of youí employment.
    e. You will not íepíoduce, stoíe in a íetíieval system oí tíansmit in any foím oí by any means - electíonic, mechanical, photocopying, íecoíding, scanning oí otheíwise - any copyíighted mateíial which is the píopeíty of the Company - foí youí own benefit oí foí the benefit of any thiíd paíty - eitheí duíing the couíse of youí employment oí afteí youí sepaíation.
    f. I'eímination is consideíed complete only afteí the submission of a complete No Dues Ceítificate to the fiím.

Please signify youí acceptance of these teíms and conditions of employment by signing the duplicate copy of this lettei and íetuíning the same to us foí the Company's íecoíds.

I'hanking you

Ïoí Nuwoíld Retail Píivate Limited

For Nuworld Retail Private Limited

(Director / Authorized Signatory)

(Vickey Jain)
Authoíized Signatoíy

ANNEXURE II
REMUNERA1"I
ON

A. Cl"C:

Remuneíation Salaíy payable Annually , subject to statutoíy deductions and 1"DS as peí law (Cl"C)
INR 3,60,000/- (Rs 1"híee Lakh Sixty 1"housand Only) oí INR 30,000/- (Rs 1"hiíty 1"housand Only) and Retention Bonus: INR 60,000 peí yeaí, 50% payable at the time of completion of 180 days and Rest 50%payable at the time of 366th day fíom date of appointment.

B. Geneíal Rules

- Foí any expenses undeítaken on behalf of the company píioí wíitten appíoval fíom the finance teamand youí íepoíting manageí is a must.

----------End of Document ----------

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Parth Bhatia,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Parth Bhatia

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To Naman
Yadav

Employee Code: PS19155

Dear Naman,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Naman Yadav	2nd Jan,2024

WINSPARK INNOVATIONS LEARNING PVT LTD.
Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002
http://www.planetspark.in

Offer Letter Date:

31/12/2023

To Syed Umar

Employee Code: PS19144

Dear Syed Umar,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **30th January 2024.** You will be based out of PlanetSpark office at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining. You will be inUS Shift.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth. Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Annexure – A

Emoluments can be bifurcated as under:

	Offered CTC Monthly	
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	7000	84000
Supplementary Allowance	7000	84000
Gross Salary	**37,400**	**448800**
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**7,10,400**

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	**Targets**
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily attendance and should have completed one whole month in the system.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**

You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. At the end of training your performance will be reviewed by the Panel, based on the review you will be eligible to be placed in the core team.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

7. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
   Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your

application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the

placement process"

Signature	Date
Syed Umar	2nd Jan,2024

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Arihant Jain
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Arihant,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

June 24, 2024

Appointment for Internship

Dear Abhay Jain,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Sameer Chaudhary
F-34, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Sameer Chaudhary,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sameer Chaudhary, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Sameer Chaudhary, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Sameer Chaudhary **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Sameer Chaudhary **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Sameer Chaudhary

Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signature

Date

Sameer Chaudhary

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: *Authorized Signatory*

Jul 3, 2024

Date

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Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Sameer Chaudhary	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Sameer Chaudhary
Signature	Name

June 24, 2024

Appointment for Internship

Dear Riya Punyal,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

TalentServe

OFFFRLFTTFR

Preference ID— TSIPL/CH/IVITHOOTl/24/607612331 January,2024

Full Nome— Pranjul Malyan Phone Number— 9936199805

EmailId–malyanpranjul@gmail.com

CollegeName- Jagannath International Management School

Full Address-Delhi/NCR

Dear Pranjul Malyan,

Welcome to TalentServe!!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of feducation.

WearepleasedtoofferyouthepositionofManagementTraineeonfollowingterms&conditionsosperAnnexure

Offer Details:

• Designation:	Management Trainee
• Department.	Marketing
• SubDepartment.	Sales,Marketing
• Pole Location Work Location:	6OpsRemotefor6h\months
• EmploymentType.	Final Placement 24(OJT Plus Placement)
• TotalCTCperAnnum	12.0Lacs (Fixed+Variable)
• BreakupCTC.	Fixed.—850000INR Variable:—350000INR

By Signing this offer,you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you them enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team !

Somiksha
HRD Department
ForTalentServe

TalentServe

ConfirmationandAcceptance

I, "_____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature-
Full Name Pranjul Malyan
Date-30January, 2024
Place-

Noida

Date: 03 May 2024

Name: Vaibhav Suri

Email id: Vaibhav 521@gmail.com

Contact Number: +9560895324

LETTER OF INTENT FOR EMPLOYMENT

Dear Vaibhav,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

June 24, 2024

Appointment for Internship

Dear Insha Saifi ,

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students we reviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be

used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS

NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

June 24, 2024

Appointment for Internship

Dear Garima Bellani

On behalf of everyone at Cvent we would like to congratulate you on your offer as **Intern, Contracts Management, Band 00** within the **Finance Department** at Cvent. Your demonstrated abilities and intellect have distinguished you from the many students wereviewed, and we believe you will be an asset to our growing company. Your internship with the company will be from **July 01, 2024 to December 31, 2024**.

Your stipend from **July 01, 2024 to December 31, 2024** will be **INR 24,000** per month.

You will also be asked to execute a Non-compete, Non-solicitation and Confidentiality Agreement before you start with the organization.

You acknowledge that words or phrases like“employee”, “employee ID” or “employee code” or other such similar terms will be used in reference to your position as an “intern” within Cvent’s systems or in third party systems (such as Workday) or otherwise and you understand and agree that under no circumstances shall you assume or claim to be an employee of Cvent. THIS IS NOT AN EMPLOYMENT CONTRACT.

Vacation and Other Benefits

You will be entitled to the Company's fixed festival holidays.

Miscellaneous

During the tenure of your appointment with the Company, you will comply with the employee’s service rules and policy issued/may be issued by the Company from time to time.

Once again, we are convinced you have the intelligence, energy and commitment necessary to succeed at Cvent. We look forward to working with you as a part of the Cvent family to build a great institution.

Sincerely,
for **Cvent India Pvt. Ltd.**

ACCEPTED AND AGREED TO this

_____Day of_____, _____

Authorized Signatory

By: _____

HR-TAD/Rec/Campus/2023-24

13th June 2024

Aditya
Manchanda
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Aditya,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Dated: 10th February, 2024

Dear Lakshay Nagpal,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Lakshay Nagpal
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Varun Areja,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Tejas Bhadana,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)

Tejas Bhadana

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Harsh
Prabhakar,
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Harsh Prabhakar,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Oshal,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Noida

Date: 03 May 2024

Name: Stuti Singh

Email id: stuti75@gmail.com

Contact Number: +9572345815

LETTER OF INTENT FOR EMPLOYMENT

Dear Stuti,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

TalentServe

OFFFR LFTTFR

Preference ID — TSIPL/CH/IVITHOOTl/24/6076123
30 January, 2024

Full Nome — Aryan Kapoor
Phone Number — 9650489698
Email Id – a a r y a n k a p o o r @ gmail.com
College Name - Jagannath International Management School
Full Address - Delhi/NCR

Dear Aaryan Kapoor,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions os per Annexure

Offer Details:

• Designation:	Management Trainee
• Department.	Marketing
• Sub Department.	Sales, Marketing 6 Ops
• Pole Location Work Location:	Remote for 6 h\months
• Employment Type.	Final Placement 24(OJT Plus Placement)
• Total CTC per Annum	12.0 Lacs (Fixed + Variable)
• Breakup CTC.	Fixed. — 850000 INR Variable: — 350000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team !

Somiksha
HRD Department
For TalentServe

TalentServe

Confirmation and Acceptance

I, "_____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -
Full Name Aaryan Kapoor
Date - 30 January, 2024
Place -

Noida

Date: 03 May 2024

Name: Sparsh Gulati

Email id: sparshgulati95@gmail.com

Contact Number: +9978895320

LETTER OF INTENT FOR EMPLOYMENT

Dear Sparsh,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

HR-TAD/Rec/Campus/2023-24

13th June 2024

Khushboo
Arora,
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Khushboo,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Sanchit Kumar,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	**:**	Udyog Vihar**,** Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Yash Thakur,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	**:**	Udyog Vihar**,** Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

DocuSign Envelope ID: 7B83CB30-FEDF-4893-A8E0-F9A16ACEB632

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Shashvat Sharma
G-19, Sector 22,
Noida, 201301
India

Subject: Offer of Employment

Dear Shashvat Sharma,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Shashvat Sharma, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Shashvat Sharma, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

DocuSign Envelope ID: 7B83CB30-FEDF-4893-A8E0-F9A16ACEB632

Annexure A

Mr. Shashvat Sharma **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 7B83CB30-FEDF-4893-A8E0-F9A16ACEB632

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Shashvat Sharma **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Shashvat Sharma
Signature	Name

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Sealed Time: 2024.07.03 07:23:39 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Shashvat Sharma

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: Authorized Signatory

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Shashvat Sharma	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Shashvat Sharma
Signature	Name

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Garvit Batra,
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Garvit Batra,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Noida

Date: 03 May 2024

Name: Ansh Chauhan

Email id: chauhansh32@gmail.com

Contact Number: +91 9867431004

LETTER OF INTENT FOR EMPLOYMENT

Dear ANSH,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

This document contains proprietary information of Big Oh Notation Pvt. Ltd. Unauthorized access, copying and replication are prohibited. This document must not be copied in whole or part by any means, without the written authorization of Big Oh Notation Pvt. Ltd

Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Divyesh Balodi
A-53, Sector 19
Noida, 201301
India

Subject: Offer of Employment

Dear Divyesh,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Divyesh, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Divyesh Balodi, hereby accept the terms and conditions of this employment offer.Please

sign and date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Divyesh **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Divyesh **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Divyesh
Signature	Name

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Sealed Time: 2024.07.03 07:23:39 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Divyesh

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: Authorized Signatory

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Divyesh	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Divyesh
Signature	Name

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Samit Satija,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

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Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Namit Satija
f-19, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Namit Satija,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Namit Satija, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Namit Satija, hereby accept the terms and conditions of this employment offer.Please sign

and date your Acceptance

_____ _____
Signature Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Namit Satija **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Namit Satija **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Namit Satija
Signature	Name

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Sealed Time: 2024.07.03 07:23:39 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signature

Date

Namit Satija

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: Authorized Signatory

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Namit Satija	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Namit Satija
Signature	Name

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Mr. Swayam Gupta
f-19, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Swayam Gupta,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Swayam Gupta, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Swayam Gupta, hereby accept the terms and conditions of this employment offer.Please

sign and date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Mr. Swayam Gupta **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Swayam Gupta **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Swayam Gupta
Signature	Name

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Sealed Time: 2024.07.03 07:23:39 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Swayam Gupta

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: Authorized Signatory

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Swayam Gupta	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Swayam Gupta
Signature	Name

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Kanika Rawat,

We take pleasure in offering you a career with "**Soft Age Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Dated: 10th February, 2024

Dear Harshit Rawat,

I am pleased to extend the following offer of employment to you on behalf of **Groto**. You will be joining us as a **Content Marketing Executive** in a **full-time position**. As a brand team member, your role in the organization will be to develop compelling content strategies, create engaging and relevant marketing materials, and enhance our brand presence through strategic content initiatives.

Congratulations!

We believe that your knowledge, skills and experience is surely an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **Groto**.

This offer letter is only valid till **12th February, 2024; 11 AM**. Kindly complete the emailed an e- signable copy of this offer letter shared with you in order to confirm your employment (shared by ***hr@letsgroto.com***)

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your much anticipated employment with **Groto**.

Working hours:

- This is a full-time position with a regular weekly schedule of **Monday to Friday full day** and **Saturday half day.**
- Expected Work from Office hours will be from **10:00AM IST to 6:30PM IST** on all weekdays with an adequate break in between.
- Half days working on Saturdays will be in a work-from-home setting from **10:00AM IST to 2:00PM IST**. Also, **2 (two)** work-from-home days can be utilized during every month.

Compensation:

- Your total annual remuneration for this position would be **INR 3,75,000/-** This CTC is divided into a Fixed Pay (A: INR 3,48,000/- yearly), and Year-End Bonus (C: INR 27,000/-)
- The Year-End Bonus is calculated as per the *Groto Retention Payout Program (GRPP),* and shall be payable after a period of 12 months from your date of joining, not based on any performance parameters *and subject to a 15% increment yearly.*

Annexure 1 contains your updated salary structure.

Joining Date

The official joining date for this offer will be **13th February, 2024 (Tuesday).**

Terms and Conditions

- You're required to complete a **3-month** Probation Period from the mentioned joining date and you'll be assessed on your performance for an employment confirmation once it ends.
- There will be a notice period of **30 days** required from the date of submission of a written resignation letter.
- On onboarding day, you will be obligated to sign a company policy document which states the Terms and Conditions of employment at Groto, immediately effective from your date of joining.

groto

Annexure 1

Salary Structure

GROTO

142, Best Business Park, Netaji Subhash Place, Pitampura, Delhi, 110034

Name: Harshit Rawat
Designation: Content Marketing Executive
Department: Brand Management

Date of Joining:13th Feb, 2024
Effective From: 13th Feb, 2024

Salary Heads	Monthly	Yearly
Basic+DA	14,500	1,74,000
HRA	7,250	87,000
Flexi Pay (Optional)	-	-
Special Allowances	7,250	87,000
Gross (A)	**29,000**	**3,48,000**
PF (Employee) 12%	-	-
ESIC (Employee) 0.75%	-	-
TDS 10%	-	-
EE Benefits (B)	-	-
Net Salary (A-B)	**-**	**-**
PF (Employer) 13%	-	-
ESIC (Employer) 3.25%	-	-
Gratuity 4.81%	-	-
Performance Bonus	-	-
Year-End Bonus	2,250	27,000
ER Benefits (C)	2,250	27,000
CTC (A+C)	**31,250**	**3,75,000**

- Year-End Bonus is payable year on year as per the *Groto Retention Payout Program (GRPP)* unless revised. All the terms and conditions of the program are applicable.
- TDS will be deducted (if applicable) as per income earned and as per savings plan declared by you for the financial Year.
- Performance Bonus (if any) is performance linked & will be payable as per company policy.
- The company will introduce PF, Medical Insurance and Gratuity benefits soon, upon which this structure shall be revised to include those benefits.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with Groto.

Sincerely,

GROTO DESIGN STUDIO NEW DELHI EST 2020

Founder & Director
Harpreet Singh

Noida

Date: 03 May 2024

Name: Daksh Arora

Email id: Arora.Dakshi478@gmail.com

Contact Number: +918826507843

LETTER OF INTENT FOR EMPLOYMENT

Dear DAKSH,

This is in reference to your interest in Graduate Management Trainee at Big Oh Notation Pvt. Ltd. and subsequent interviews with us.

Congratulations!

We are pleased to extend an offer to you as Graduate Management Trainee at Big Oh Notation Pvt. Ltd. On the following terms and conditions:

Date of Joining	15-05-2024
Reporting into	Madan Mohan
Compensation	Your compensation during the training period shall be 1.92 LPA. However, after successful completion of 4 months of training period it shall be revised upto 4.5 - 5.2 Lakhs per annum (Inclusive of 50,000 Association Bonus).*
Location	A-80, Sector -2, Noida
Work Timings	10:00 a.m. to 7:00 p.m.

*There shall be no salary/stipend payable to the employee during the 1 week of grace/trial period which means that both the parties (employee and the company) shall assess each other and after mutual agrrement further proceed to confirm the employment.

*The revision of compensation will be based on the Interview after successful completion of 4 months of training program and your performance during the training program.

During your appointment with the company, you shall be governed by the policies and rules of the company. Though you have been engaged for a specific position, the company reserves the right to send you on training/deputation/secondment/transfer/assignments to any other project, unit or it's associate companies, subsidies, group or customer locations in India or overseas.

You shall carry your own laptop during your training period and post succesful completion of your training period, the company shall assign you company assets as per the project requirement.

Your compensation details are confidential and you may discuss it only with the HR Department in case of any clarification. Your employment shall be subject to authenticity of the documents submitted by you.

You hereby authorize the company or any external agency hired by the company to verify your documents and other background checks prior to your joining the company or thereafter.

This offer is contingent upon successful completion of the background check and the company reserves the right to end your employment, should the results of your investigation not be successful.

You are required to sign and submit this document, within 24 hours of receiving it.

We are looking forward to a fruitful association with us and are confident that your contribution will help company to grow in India and globally.

For Big Oh Notation Pvt. Ltd.

Vikas Kumar Rustogi

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

Additionally:

You are required to sign an 18 Months bond with the company and also submit the refundable bank cheque of Rs. 1 Lakh, for security purpose it can be from a zero-balance account too.

Job Responsibilities

The job Description was shared previously on email.

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Please note: Do not reply to this email. This email is sent from an unattended mailbox. Replies will not be read.

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Shivam Saluja
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Shivam,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Nuwoíld Retail Píivate Limited

Addíess: 008-18th Flooí, l'oweí B Emaaí Digital GíeensGolf
Couíse Ext Road, Sectoí 61 Guígaon
M: +918826257630 . E: accounts@nuíepublic.co

Date : **20th Ïeb,2024**

Subject : Letteí of Appointment

Deaí **Mr. Ashish Kumar Jha**
Add: A-23 Noida sector 22
UP 201301

We aíe pleased to appoint you as **"Social Media -Manageí"** at NuWoíld Retail Píivate Limited based in **Guíugíam fíom 28th Ïeb 2024.**

I'he annual compensation, benefits and peíquisites applicable to youí position aíe set foíth in Annexuíe I. Youí

appointment is subject to:

- A píobation peíiod of 6 months fíom the date of youí joining Nuwoíld Retail (which may be extended at the Company's discíetion). Upon the successful completion of the píobation peíiod youí seívices will be confiímed in wíiting.
- **I'**he Company's **I'eíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations which may be changed fíom time to time accoíding to the needs of the business.
- Veíification and validation of infoímation píovided by you including youí employment & peísonal backgíound, píofessional standing, woík histoíy and qualification.

Please sign and íetuín the copy of this letteí and Annexuíe I in acceptance of these teíms and conditions.

We welcome you to be a paít of the team and paíticipate in its effoíts to íealize its goals.

Youís Faithfully,

Ïoí NuWoíld Retail Píivate Limited
For Nuworld Retail Private Limited
(Director / Authorized Signatory)
(Vickey Jain)
Authoíized Signatoíy

DECLARA▮ION:

I accept the appointment on the teíms and conditions contained in this lettei, the Company's **▮ˇeíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations as applicable to the employees of the company fíom time to time.

I have íead and undeístood the Company's **▮ˇeíms and Conditions of Seívice**, **Code of Conduct, Non – Disclosuíe Agíeement** and its otheí policies/íegulations and will abide by them.

I undeístand that foí the veíification and validation of infoímation, an outside backgíound agency may obtain infoímation it deems appíopíiate fíom vaíious souíces including, but not limited to, the following: cuíient and past employeís, school íecoíds, college íecoíds and píofessional and peísonal íefeíences.

I authoíize, without íeseívation, any individual, coípoíation oí otheí píivate oí public entity to fuínish Nuwoíld Retail and the outside backgíound Agency all infoímation about me.

I unconditionally íelease and hold haímless any individual, coípoíation, oí píivate oí public entity fíom any and all causes of action that may aíise fíom fuínishing to Nuwoíld Retail and the outside agency infoímation that they may íequest puísuant to this íelease.

Accepted

Annexuíe I: Ⅰ˝eíms and Conditions of Seívice

1. **Job Ⅰ˝itle:** You shall be designated as **Social Media -Manageí.**
2. **Date of Joining:** As agíeed between us, you shall join the seívices of the Company on the **28th Ïeb, 2024**
3. **Ⅰ˝íansfeíability:** Youí place of posting will be **Guíugíam, Haíyana.** Howeveí, youí seívices aíe liable to be tíansfeíied fíom one location to anotheí, anywheíe in India
4. **Leave:** As peí Nuwoíld Retail Policy (Attached)
5. **Holidays:** As peí Nuwoíld Retail Policy (Attached)
6. **Woíking Houís:** As peí Nuwoíld Retail Policy (Attached)
7. **Responsibilities & Duties:** Youí minimum job descíiption is the following:
    a. Reaching out to influenceís foí potential bíand collaboíations and building a database of influenceís based on vaíious social media platfoíms.
    b. Communicate and negotiate with influenceís foí the appíopíiate deals and bíief them on the kind of content we expect fíom them foí a successful collaboíation.
    c. Any íesponsibilities íegaíding social media given by youí Repoíting Manageí in wíiting.
    d. You must effectively peífoím such activities to ensuíe íesults and you will be expected to woík extía houís to achieve this wheneveí the job íequiíes.
8. **Remuneíation: As peí Annexuíe II**
9. **Retiíement:** Youí íetiíement age at Nuwoíld Retail shall be 60 yeaís.
10. **Confidentiality**
    a. Remuneíation: It is a condition of youí seívice to ensuíe that the oíganization's policy of maintaining the stíictest confidentiality foí the íemuneíation you íeceive is obseíved by you at all times.
    b. Infoímation: You shall obseíve utmost confidentiality and secíecy of any and all infoímation íeceived by you oí entíusted to you in the couíse of youí employment and you shall at all times, whetheí duíingoí afteí the teímination of youí employment, act with utmost fidelity and not disclose oí divulge such infoímation to a thiíd paíty oí make use of such infoímation foí youí own benefit.
11. **Company Assets**
    a. Employees should use the company's assets solely foí the benefit of the company and its clients and not foí peísonal benefits oí gains. Ⅰ˝he company's assets include, its stationaíy, office píopeíty like laptops, headphones & otheí haídwaíe and facility-íelated documents such as I-caíd, insuíance caíd, etc.
    b. Employees aíe íesponsible foí the safekeeping and íetuín, in good condition and oídeí, of all of the company's píopeíty, which maybe in theií use, custody oí chaíge.
    c. In the event any píopeíty/asset of the company, in the custody oí chaíge of the employee, is damaged oí lost by the employee, the employee is liable to pay the cost of the asset to the company.
12. **Geneíal Ⅰ˝eíms and Conditions**
    a. You will not eitheí diíectly oí indiíectly engage youíself, eitheí full time oí paít time, elsewheíe in any job, píofession oí business of any natuíe duíing the tenuíe of youí employment with the Company.
    b. Subsequent to youí sepaíation fíom the Company, foí a peíiod of twelve months you will not take up any job oí assignment, eitheí full time oí otheíwise, eitheí diíectly oí indiíectly foí/on behalf of any otheí oíganization woíking with the client of the Company, whose assignment you have woíked on in the twelve months immediately píeceding youí sepaíation fíom the Company. Any violation may include legal action.
    c. Ⅰ˝he Rules and Regulations as fíamed by the oíganization fíom time to time shall become conditional upon you and by which you shall abide
    d. Ⅰ˝his appointment is valid subject to:

i. Youí being medically fit,
ii. Youí fuínishing at the time of joining, documents in píoof of youí having been íelieved by youí píesent employeí.

13. **Notice Peíiod:**
    a. Eitheí paíty can teíminate the employment by giving a notice peíiod o**f 15 days.**
    b. In case the employee does not wish to continue to seíve the company duíing the Notice Peíiod, then the company has the íight to íecoveí the full salaíy payable duíing the notice peíiod fíom the dues of the employee, and take necessaíy legal action to íecoveí such dues fíom the employee
14. **Business Ilíavel**: As peí policy ciículated sepaíately.
15. **Ileímination:** An employee can be teíminated on the following gíounds:
    a. If any declaíation given oí infoímation fuínished by you to the Company píoves to be false oí if you aíe found to have willfully suppíessed oí concealed any mateíial infoímation, in such cases, you will be liable to íemoval fíom seívices without any notice.
    b. You may be teíminated with immediate effect if you aíe found guilty of willful misconduct, cíiminal offenses, falsification of infoímation, oí violation of any of the teíms of this contíact. in such cases, you will be liable to íemoval fíom seívices without any notice
    c. Ill health: Ilhe company íeseíves the íight to test any employee foí fitness to hold a post, by sending him/heí to a doctoí oí a hospital, with oí without notice. If the employee is found to be medically unfit, oí due to continued ill health the employee is unable to peífoím the job he/she was hiíed foí, the company may take eitheí one oí both of the following actions:
        i. Ilhe employee may be asked to go on leave without pay till the time the employee is ceítified fit foí woík.
        ii. Ilhe seívices of the employee may be teíminated with immediate effect, with no notice pay liable to be given.
    d. Upon teímination of youí employment, you will immediately suíiendeí to the Company all files, Data Haíd-díive, database, USB books, magazines, íepoíts, documents, manuals, audio and video tapes, floppies and discs and any otheí knowledge databases entíusted to you in the couíse of youí employment.
    e. You will not íepíoduce, stoíe in a íetíieval system oí tíansmit in any foím oí by any means - electíonic, mechanical, photocopying, íecoíding, scanning oí otheíwise - any copyíighted mateíial which is the píopeíty of the Company - foí youí own benefit oí foí the benefit of any thiíd paíty - eitheí duíing the couíse of youí employment oí afteí youí sepaíation.
    f. Ileímination is consideíed complete only afteí the submission of a complete No Dues Ceítificate to the fiím.

Please signify youí acceptance of these teíms and conditions of employment by signing the duplicate copy of this letteí and íetuíning the same to us foí the Company's íecoíds.

Ilhanking you

Ïoí Nuwoíld Retail Píivate Limited

For Nuworld Retail Private Limited

(Director / Authorized Signatory)

(Vickey Jain)
Authoíized Signatoíy

ANNEXURE II
REMUNERA▮'1O
N

A. CI'C:

Remuneíation Salaíy payable Annually , subject to statutoíy deductions and ▮'DS as peí law (CI'C)
INR 3,60,000/- (Rs ▮'híee Lakh Sixty ▮'housand Only) oí INR 30,000/- (Rs ▮'hiíty ▮'housand Only) and Retention Bonus: INR 60,000 peí yeaí, 50% payable at the time of completion of 180 days and Rest 50%payable at the time of 366th day fíom date of appointment.

B. Geneíal Rules

- Foí any expenses undeítaken on behalf of the company píioí wíitten appíoval fíom the finance team and youí íepoíting manageí is a must.

----------End of Document ----------

HR-TAD/Rec/Campus/2023-24

13th June 2024

Aadesh Kumar
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Aadesh,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

Broomees India Pvt Ltd
Hub & Oak, E-47/3, Basement, Pocket D, Okhla Phase II, Okhla Industrial Estate, New Delhi, Delhi 110020

Date - 03-02-2024

Offer Letter

Dear Keshav Sharma,

Congratulations! We are pleased to confirm that you have been selected to work for **Broomees India Pvt Ltd**. We are delighted to share the following job offer:

The position we are offering you is that of **Relationship Manager** **with an annual CTC of INR 3,60,000.** We would like you to start work on **05-02-2024**. Please reply to this email with the following attachments/soft-copies:

1. Aadhar Card
2. PAN Card
3. Bank Account Details (copy of cancelled cheque)
4. Previous employer's pay-slip/bank statement

Please sign the enclosed copy of this letter and **return it to me by 05-02-2024**.to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Broomees India Pvt Ltd and look forward to working with you.

sincerely,



Khushboo
HR Manager
Broomees India

Accepted by

(Sign above)
Keshav Sharma

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the period of probation, it is up to the discretion of management to remove the employee without a notice period.

3. Full time employment, leaves and encashment

Your position is a full-time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

During your employment, you may take **12 medical leaves/casual leaves per year and 12 paid leaves per year**. In case you do not take paid leaves, you can encash or carry forward those leaves in the next year ONLY. Apart from these 24 annual leaves, (1) national holidays, (2) select gazetted holidays and (3) your own birth-day will also be non-working days for you.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence,

specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/ termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the acts committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Aadarsh
Sharma,
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Aadarsh,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

,

Sub: Letter of Intent

Dear Anubhav,

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR-TAD/Rec/Campus/2023-24

13th June 2024

Sanchita Bisht
Bcom Hons.
Guru Gobind Singh Indraprastha University, Delhi

Dear Sanchita,

Sub: Empanelment to the post of Customer Service Associate for Branch Banking Role

Hearty Congratulations...!

We are happy to inform that you have come out successful in the recruitment process conducted for the post of **Customer Service Associate for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Customer Service Associate for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure that you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead….!

Warm Regards,

Sabeena Shaji A
Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

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Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Ms. Bhumi Tiwari
A-33, Sector 22,
Noida, 201301
India

Subject: Offer of Employment

Dear Bhumi Tiwari,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Bhumi Tiwari, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Bhumi Tiwari, hereby accept the terms and conditions of this employment offer.Please

sign and date your Acceptance

_____ _____
Signature Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Ms. Bhumi Tiwari **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Bhumi Tiwari **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Bhumi Tiwari
Signature	Name

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Sealed Time: 2024.07.03 07:23:39 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signature

Date

Bhumi Tiwari

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: *Authorized Signatory*

Jul 3, 2024

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Bhumi Tiwari	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Bhumi Tiwari
Signature	Name

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Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Jul 3, 2024

Ms. Anjali Saxena
F-34, Sector 20,
Noida, 201301
India

Subject: Offer of Employment

Dear Anjali Saxena,

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Advisory Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 5, 2024**.

The employment confirmation is subject to probation period of **12** months from (**August 5, 2024 to August 4, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./ ₹ 32500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./ ₹ 25,000/-** subject to your reporting for full-time employment on **August 5, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months, post-successful completion of the probation period and the confirmation of employment will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B.**

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This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Anjali Saxena, everyone you have interviewed with joins me in extending to your congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

Acceptance

I, Anjali Saxena, hereby accept the terms and conditions of this employment offer.Please

sign and date your Acceptance

_____ _____
Signature Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.07.03 07:23:39 -07:00

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Annexure A

Ms. Anjali Saxena **Advisory Associate Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**9,500**	**114,000**
House Rent Allowance (HRA)	**4,750**	**57,000**
Special Allowance[1a & 1b]	**4,805**	**57,660**
Leave Travel Allowance[2]	**950**	**11,400**
Differential Allowance	**3,079**	**36,948**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**27,084**	**325,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Advisory Associate Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Anjali Saxena **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Portion of 7th Floor Block A 77 Degree Town Centre Survey no:124 & 36/2, Ammani Bellandur Khane Village, Bangalore East Taluk, Varthur, Hobli, Bangalore - 560037, India** (the "Employer") as **Advisory Associate Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Advisory Associate Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7 . Competing Activities and Conflict of In terest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors,

clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition

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to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my

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expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my Employment for any reason.

22. Liquidated Damages: Compensation. I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Authorized Signatory

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

	Anjali Saxena
Signature	Name

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Anjali Saxena

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Its: *Authorized Signatory*

Jul 3, 2024

Date

DELOITTE

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A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Anjali Saxena	
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Talent

Its: Authorized Signatory

Jul 3, 2024
Date

I have read and understood the above policy terms.

Signature	Name	Date



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Sealed Time: 2024.07.03 07:23:39 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **60 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 5, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

	Anjali Saxena
Signature	Name

SoftAge

DIGITAL TRANSFORMATION FOR TOMORROW

ISO/IEC 27001:2013 Certified Company

Date: 19th March 2024

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Sub: Letter of Intent

Dear Harsh Goyal,

We take pleasure in offering you a career with "**SoftAge Information Technology**", as a **Content Writer** at our Gurugram Office. Your will be paid of INR **4, 50,000**/- (In words Four Lakhs Fifty Thousand Only) per annum.

Role	:	Content Writer
Date of Joining	:	10th April, 2024
Place of Posting	:	Udyog Vihar, Gurugram (Haryana)

On your joining date (i.e**. 10th April 2024**), you will be required to submit the following documents to the HR Department.

1. Photocopy of Educational certificates
2. Work Experience certificate of your previous organization, if any
3. Salary Slips and Bank Statement of last 3 months, if any
4. Relieving Letter from your previous organization, if any
5. Photocopy of Driving license/PAN Card/Election ID Card
6. Photocopy a copy of Aadhar Card is mandatory
7. Photocopy of Passport or Police Verification Certificate
8. Photocopy of front page of Bank pass Book
9. Two Colored Passport size photographs

You are required to report on the above-mentioned joining date at 9:00 AM. Failing which, this offer will stand automatically withdrawn.

Additionally, the initial 15 days of your employment at SoftAge, your performance will be assessed. If your performance is not satisfactory, we reserve the right to terminate your employment without prior notice.

Kindly sign the duplicate copy as an acceptance of this offer letter.

We wish you all the best in your career with our Company. We look forward to your joining in our team for a long and successful association.

For SoftAge Information Technology Limited

Authorized Signatory

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234514750/Delhi/BPS/BTN
Date:21/02/2024

Dear Mr. Vaibhav Mendiratta,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234514750/Delhi/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
3rd Floor, Tower - A, Building No-6, Block - W, DLF Phase - III, Gurgaon - 122 002, Haryana
Tel 91 124 6123410 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

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NTT DATA Information Processing Services Private Limited
Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

16-February-2024

Aakash Sharma
JIMS Kalakji
13790461535990

Dear Aakash Sharma,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Finance & Accounting Senior Representative with NTT DATA Information Processing Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to the completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Finance & Accounting Senior Representative** in **Grade 3** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.

Induction training on joining the Company with a minimum score of 80% in the final evaluation on completion of the training.

Probation period of six (6) months from the date of joining.

Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 2,70,500/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Gurgaon and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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NTT DATA Information Processing Services Private Limited
Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Information Processing Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

DocuSigned by:
Urmimala Sarkar
DD4D480B41314B9...

URMIMALA SARKAR
DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by ***17-February-2024*** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: DocuSigned by: Aakash Sharma 4D02E7D064F2432...

Aakash Sharma

Date: ***16-February-2024***

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NTT DATA Information Processing Services Private Limited
Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

DECLARATION

I, ***Aakash Sharma*** S/o, D/O, W/O Rakesh Sharma, having permanent address at House NO.61/D Gali No.27 Molarband Extension, Badarpur, South East Delhi, 110044 do hereby acknowledge, represent and confirm to NTT DATA Information Processing Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

DocuSigned by:
Aakash Sharma
4D02E7D064F2432...

SIGNATURE:

NAME: ***Aakash Sharma***

DATE: 16/02/2024

Confidential