

ONGrid

100

Sr. No.	Name	Course	Salary (Annual)
1	Kavita Chauhan	BMS-MBA Integrated	3.5 lac
2	Ragini Pandey	BMS-MBA Integrated	3.5 lac
3	Akansha Bisht	MBA 2 year	3.5 lac
4	Priyansh Tewari	MBA 2 year	3.5 lac
5	Akshay Pandey	MBA 2 year	3.5 lac
6	Bhawana Nagarkoti	MBA Specialisation	3.5 lac



Head

Department of Management Studies
Main University Bhopal

Compose

Inbox

Snoozed

important

Chats

Sent

Drafts

Spam

Categories

More

Labels

(imap)/Sent

(imap)/Trash

Notes

Personal



asheesh bisht

User: asheeshbisht12@gmail.com Please find the attachment for On grid operations profile. Forwarded message From: asheesh bisht



Career Ahead career@careeraheadindia.com

To: Poojan

Dear Asheesh

Greetings From CAREER AHEAD! Hope you are doing fine.

I have shared the names of the six students finally selected for the accounts management and operations role. They will receive a joining formalities from the HR soon.

Please ask the selected students to confirm the offer via email to the HR to take it forward. In case you need any help from my side.

Regards

Rashmi Mishra

SBU Head- Campus Solutions

Career Ahead India Private Limited

69, Second Floor, Regal Building, Connaught Place,

New Delhi-110001, India.

Mobile: 9650022445



Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Intellipaat

Sr. No.	Name	Course	Salary (Annual)
1	Akshay Pandey	MBA 2 year	7.5 lac
2	Chandrika Koranga	MBA 2 year	7.5 lac
3	Himani Bisht	MBA 2 year	7.5 lac
4	Roshni Shah	MBA 2 year	7.5 lac
5	Shiwangi Pathak	MBA Specialisation	7.5 lac



Head
Department of Women's Health Studies
Kurmita University (Bhaktapur)

Date: July 2nd, 2022

FORM 'A'

To,

Shiwangi Pathak
Bangalore

Dear Shiwangi Pathak,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources


Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

To,

Shiwangi Pathak
Bangalore

Dear Shiwangi Pathak,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **IntelliPaat Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) Designation:

Your designation will be '**Business Development Trainee**'.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs.1,00,000/-of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

You are requested to report for duty on **August 29th 2022**. Your application will come into effect from your date of joining


Head
Department of Management Studies
Kumaun University (Shimla) Nainital



IntelliPaat

Software Solutions Pvt. Ltd.

4) Notice Period:

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) ~~Your employment is terminable by IntelliPaat without giving notice in writing in the probation period.~~
- c) You need to serve **2 months** of notice period without fail, or else the management of IntelliPaat can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name: _____

Place: _____

Signature: _____

Date: _____


Head
Department of Management Studies
Umaan University (Bharatpur, Nepal)

Annexure

Name: Shiwangi Pathak

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	25,800	28,800	38,800	465,600
Performance Based Incentives				400,000
Total Cost to Company				865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance*

Documents required during joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

(Signature)
Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022.

FORM 'A'

To,

Himani Bisht
Bangalore

Dear Himani Bisht,,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

To,
Himani Bisht
Bangalore

Dear Himani Bisht,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **Intellipaat Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) **Designation:**

Your designation will be '**Business Development Trainee**'.

2) **Compensation & Benefits:**

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs.**1,00,000/-** of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) **Effective Date of Joining:**

You are requested to report for duty on **August 29th 2022**. Your application will come into effect from your date of joining

Head
Department of Management Studies
Kumaun University (Himal) Nainital

4) NoticePeriod:

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) Your employment is terminable by IntelliPaat without giving notice in writing in the probation period.
- c) You need to serve **2 months** of notice period without fail, or else the management of IntelliPaat can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name: _____

Place: _____

Signature: _____

Date: _____



Head

Department of Management Studies
Kumaun University (Eshwar) Nainital

Annexure

Name: Himani Bisht

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	25,800	28,800	38,800	465,600
Performance Based Incentives				400,000
Total Cost to Company				865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as Incentive based on your performance*

Documents required during Joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources



Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

FORM 'A'

To,

Roshni Shah
Bangalore

Dear Roshni Shah,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

To,
Roshni Shah
Bangalore

Dear Roshni Shah,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **Intellipaat Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) Designation:

Your designation will be '**Business Development Trainee**'.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs. **1,00,000/-** of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

You are requested to report for duty on **August 29th 2022**. Your application will come into effect from your date of joining


Head
Department of Management Studies
Kumjuri University (Bhimtal) Nainital

 **IntelliPaat**
Software Solutions Pvt. Ltd.

4) **Notice Period:**

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) ~~Your employment is terminable by IntelliPaat without giving notice in writing in the probation period.~~
- c) You need to serve **2 months** of notice period without fail, or else the management of IntelliPaat can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) **Service Conditions and Non-Disclosure Agreement:**

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed **only on the following month**.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name: _____

Signature: _____

Place: _____

Date: _____


Head
Department of Management Studies
Kumaun University (Ehmta) Nainital

 **IntelliPaat**
Software Solutions Pvt. Ltd.

Annexure

Name: Roshni Shah

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	25,800	28,800	38,800	465,600
Performance Based Incentives				400,000
Total Cost to Company				865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance*

Documents required during Joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources


Head

Department of Management Studies
Kumaun University (Ehatal) Nainital

Date: July 2nd, 2022

FORM 'A'

To,

Chandrika Koranga
Bangalore

Dear Chandrika Koranga,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

To,
Chandrika Koranga
Bangalore

Dear Chandrika Koranga,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **Intellipaat Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) Designation:

Your designation will be '**Business Development Trainee**'.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs. **1,00,000/-** of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

You are requested to report for duty on **August 29th 2022**. Your application will come into effect from your date of joining


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

4) **NoticePeriod:**

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) ~~Your employment is terminable by IntelliPaat without giving notice in writing in the probation period.~~
- c) You need to serve **2 months** of notice period without fail, or else the management of IntelliPaat can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) **Service Conditions and Non-Disclosure Agreement:**

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name: _____

Place: _____

Signature: _____

Date: _____


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital


IntelliPaat
 Software Solutions Pvt. Ltd.

Annexure

Name: Chandrika Koranga

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	25,800	28,800	38,800	465,600
Performance Based Incentives				400,000
Total Cost to Company				865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance*

Documents required during Joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
 Director- Human Resources


 Head

Department of Management Studies
 Kumaun University (Bhimtal) Nainital

Date: July 2nd, 2022

FORM 'A'

To,

Akshay Pandey
Bangalore

Dear Akshay Pandey,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources


Head

Department of Management Studies
Kumaon University (Bhimtal) Nainital

Date: July 2nd, 2022

To,
Akshay Pandey
Bangalore

Dear Akshay Pandey,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **IntelliPaat Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) **Designation:**

Your designation will be 'Business Development Trainee'.

2) **Compensation & Benefits:**

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs.**1,00,000/-** of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) **Effective Date of Joining:**

You are requested to report for duty on **August 29th 2022**. Your application will come into effect from your date of joining


Head
Department of Management Studies
Kumaun University (Bhimal) Nainital

4) **NoticePeriod:**

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) Your employment is terminable by IntelliPaat without giving notice in writing in the probation period.
- c) You need to serve **2 months** of notice period without fail, or else the management of IntelliPaat can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) **Service Conditions and Non-Disclosure Agreement:**

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name: _____

Place: _____

Signature: _____

Date: _____


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Annexure

Name: Akshay Pandey

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	25,800	28,800	38,800	465,600
Performance Based Incentives				400,000
Total Cost to Company				865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance*

Documents required during joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Growth Arrow

2

Sr. No.	Name	Course	Salary (Annual)
1	Sumit Joshi	BMS-MBA Integarated	3.6 lac
2	Rajat Bisht	BMS-MBA Integarated	3.6 lac

Head

Department of Management Studies
Kumaon University (Ghimat) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar
Post Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

Date: 04/07/2022

To,

Dear Sumit Joshi,

Appointed as Jr. Fund manager [Effective from 16th August 2022]

With reference to the above, we are pleased to issue the offer letter for under the following terms and conditions.

1. Salary and Benefits

With regards to your appointment for the above mentioned post, it is agreed that you will be paid CTC of 3, 60,000 per annum (Rupees: Three lakh sixty thousand rupees per annum) From joining the date.

Loyalty bonus of Rupees 50,000 (Fifty thousand rupees) paid at the end of successful completion of 12 months in the organization.

Variable incentives of minimum 90,000/pa

Schedules for Pay-outs (Commissions and Incentives)

On the before 10th business day of the calendar month.

1. Place of Work

Your initial employment location will be Bangalore. However, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar Post
Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

2. Working Hours

The Shift timings will be based on process / program requirement as and when explained by your superiors.

3. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of Portfolio Managers, as more particularly laid out in the job description for this position. You will be directly reported to the Business manager nominated by the management.

4. Probation, Confirmation & Termination

- 1) You will be probation for a period of 3(two) months from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.
- 2)(a) During the probation period or the extended period of probation, an Employee will be liable to be discharged from the company's services at any time with 30 days prior notice and without assigning any reason. An Employee also bound to provide the company with 30 days' notice during which period He / She may have actually work.
- (b) If the exigencies of the work so require, the company may not relieve you earlier then the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by in your resignation letter.
- (c) The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if:
You commit any breach of your duties and responsibilities under this contract of service. You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment;


Head
Department of Management Studies
Kumaun University (Bh. naitai) Nainita:

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar
Post Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

4. Absence without notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1) Return to work within 3 days from the commencement of such absence, and
- 2) Provide satisfactory explanation to management regarding such absence.

6. Non- Disclosure Agreement

During the course of your employment with have access to confidential/proprietary information about the organization, its business transactions, and associated companies. You shall not during your course of employment and two years you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and/or any unauthorized person.

All the notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date. Please sign and return the duplicate copy of this letter annexure as a token of your acceptance of the returns and conditions mentioned here in. All other terms and conditions will be governed by the company's policies as started from time to time. We look forward to your joining us for a long, successful and mutually beneficial association. We trust that you are satisfied with this arrangement and we take this opportunity to welcome you into our organization.
With best wishes



Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar Post
Bengaluru - 560043
Email: support@thegrowtharrow.com
www.thegrowtharrow.com

CONFIDENTIALITY AGREEMENT

It is the responsibility of all employees in Growth Arrow Company, to preserve and protect confidential business Information.

I understand and acknowledge that:

1. I shall respect and maintain the confidentiality of all discussions, deliberations, risk management and/or peer review activities.
2. I will not post or share information or photos about, activities of Growth Arrow. Online in any form (including email, websites, message boards, blogs, or social Media)
3. I agree to discuss confidential information only at Growth Arrow for education and business related purposes and to not discuss such information outside of the Internship program or within hearing of other people who do not have a need to know about the information.
4. My obligation to safeguard company confidentiality continues after my completion of the Growth Arrow Student Internship Program.

I acknowledge that I have read and understand the foregoing information and that my Signature below signifies my agreement to comply with the above terms.

In the event of a breach or threatened breach of this Confidentiality Agreement, I acknowledge that Growth Arrow may, as applicable and as it deems appropriate, pursue disciplinary action up to and including early dismissal from the Growth Arrow Company.

Please sign and return the duplicate copy of this letter as a token of your acceptance of the returns and conditions mentioned here in. All other terms and conditions will be governed by the company's policies as started from time to time. We look forward to your joining us for a long, successful and mutually beneficial association.

Name: Gopal Krishna. R

Signature:

Date: 04/07/2022



Head
Department of Management Studies
Bharatiya University (Bharatiya) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar
Post Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

Date: 04/07/2022

To,

Dear Rajat Singh bisht,

Appointed as Jr. Fund manager [Effective from 16th August 2022]

With reference to the above, we are pleased to issue the offer letter for under the following terms and conditions.

1. Salary and Benefits

With regards to your appointment for the above mentioned post, it is agreed that you will be paid CTC of 3, 60,000 per annum (Rupees: Three lakh sixty thousand rupees per annum) From joining the date.

Loyalty bonus of Rupees 50,000 (Fifty thousand rupees) paid at the end of successful completion of 12 months in the organization.

Variable incentives of minimum 90,000/pa

Schedules for Pay-outs (Commissions and Incentives)

On the before 10th business day of the calendar month.

1. Place of Work

Your initial employment location will be Bangalore. However, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar Post
Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

2. Working Hours

The Shift timings will be based on process / program requirement as and when explained by your superiors.

3. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of Portfolio Managers, as more particularly laid out in the job description for this position. You will be directly reported to the Business manager nominated by the management.

4. Probation, Confirmation & Termination

1) You will be probation for a period of 3(two) months from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.

2)(a) During the probation period or the extended period of probation, an Employee will be liable to be discharged from the company's services at any time with 30 days prior notice and without assigning any reason. An Employee also bound to provide the company with 30 days' notice during which period He / She may have actually work.

(b) If the exigencies of the work so require, the company may not relieve you earlier then the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by in your resignation letter.

(c) The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if:

You commit any breach of your duties and responsibilities under this contract of service. You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment;

Head

Signature of Head

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar
Post Bengaluru - 560043 Email:
support@thegrowtharrow.com
www.thegrowtharrow.com

4. Absence without notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1) Return to work within 3 days from the commencement of such absence, and
- 2) Provide satisfactory explanation to management regarding such absence.

6. Non- Disclosure Agreement

During the course of your employment with have access to confidential/proprietary information about the organization, its business transactions, and associated companies. You shall not during your course of employment and two years you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and/or any unauthorized person.

All the notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization . Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date. Please sign and return the duplicate copy of this letter annexure as a token of your acceptance of the returns and conditions mentioned here in. All other terms and conditions will be governed by the company's policies as started from time to time. We look forward to your joining us for a long, successful and mutually beneficial association. We trust that you are satisfied with this arrangement and we take this opportunity to welcome you into our organization.

With best wishes



Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH ARROW

960/1, DM complex, 5th B cross HRBR
Layout, 1st Block, and Kalyan Nagar Post
Bengaluru – 560043
Email: support@thegrowtharrow.com
www.thegrowtharrow.com

CONFIDENTIALITY AGREEMENT

It is the responsibility of all employees in Growth Arrow Company, to preserve and protect confidential business Information.

I understand and acknowledge that:

1. I shall respect and maintain the confidentiality of all discussions, deliberations, risk management and/or peer review activities.
2. I will not post or share information or photos about, activities of Growth Arrow. Online in any form (including email, websites, message boards, blogs, or social Media)
3. I agree to discuss confidential information only at Growth Arrow for education and business related purposes and to not discuss such information outside of the Internship program or within hearing of other people who do not have a need to know about the information.
4. My obligation to safeguard company confidentiality continues after my completion of the Growth Arrow Student Internship Program.

I acknowledge that I have read and understand the foregoing information and that my Signature below signifies my agreement to comply with the above terms.

In the event of a breach or threatened breach of this Confidentiality Agreement, I acknowledge that Growth Arrow may, as applicable and as it deems appropriate, pursue disciplinary action up to and including early dismissal from the Growth Arrow Company.

Please sign and return the duplicate copy of this letter as a token of your acceptance of the returns and conditions mentioned here in. All other terms and conditions will be governed by the company's policies as started from time to time. We look forward to your joining us for a long, successful and mutually beneficial association.

Name: Gopal Krishna. R

Signature:

Date: 04/07/2022




Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

PropShop

Sr. No.	Name	Course	Salary (Annual)
1	Rajat Bisht	BMS-MBA Integrated	4.5 lac
2	Naveen Khati	BMS-MBA Integrated	4.5 lac
3	Vipul Sah	BMS-MBA Integrated	4.5 lac
4	Jatin Rawat	BMS-MBA Integrated	4.5 lac
5	Sumit Joshi	BMS-MBA Integrated	4.5 lac
6	Pankaj Rawat	BMS-MBA Integrated	4.5 lac
7	Hardik Kumar	BMS-MBA Integrated	4.5 lac
8	Pankaj Chand	MBA 2 year	4.5 lac
9	Suraj Karki	MBA 2 year	4.5 lac
10	Indar Chauhan	MBA 2 year	4.5 lac
11	Rajat Patel	MBA 2 year	4.5 lac
12	Vinay Joshi	MBA 2 year	4.5 lac
13	Rishabh Gupta	MBA Specialisation	4.5 lac
14	Sudhanshu Bisht	MBA Specialisation	4.5 lac

Department of Management Studies
Kurzan University (Bhimtal) Nainital

Search mail

Forwarded message

From: **Nidhi Roy** <roynidhi43@gmail.com>

Date: Fri, 22 Apr, 2022, 6:14 pm

Subject: Propshop Job Offer

To: <asheeshbisht12@gmail.com>

Cc: Sajan Patel <sajanpatel2009@hotmail.com>, <nidhi.roy@propshop.com>

Dear Concern,

This is in reference to the campus drive held in GEU Bhimtal campus. V
5000(Variable) at Noida Sec - 63 in our company Propshop on term

Note:- PLEASE FIND THE ATTACHMENT FOR COMPLETE DETAIL:

Joining Date :- 01/05/2022

OFFICE ADDRESS :-

Propshop, G-200, 3rd Floor,
Sec-63, Noida, U.P



Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

S. NO	Candidate	Contact	Course
1	VINAY K JOSHI	7830037114	PG
2	RAJAT PATEL	7500649094	PG
3	INDRA RAJ CHAUHAN	8477032513	MBA
4	SURAJ SINGH	7906532205	MBA
5	PANKAJ CHAND	8954601999	MBA
6	Sudhanshu Bisht	6397071826	B.Com
7	HARDIK KUMAR	8859128119	MBA
8	PANKAJ SINGH RAWAT	8057003973	MBA
9	Sumit Joshi	7060855591	MBA
10	JATIN RAWAT	7906287837	MBA
11	RISHABH GUPTA	7060691906	MBA
12	NAVEEN SINGH	8700377868	MBA
13	VIPUL SAH	9368107307	MBA
14	RAJAT SINGH BISHT	7895359135	NA



Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Growth Maximisers

Sr. No.	Name	Course	Salary (Annual)
1	Jyoti Jalal	BMS-MBA Integrated	3.5 lac
2	Sanjana Padhyar	MBA Specialisation	3.5 lac

Head

Department of Management Studies
Kumaon University (Bhimtal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

Jun 20th, 2022

Jyoti Jalal,
Nainital, Uttarakhand

Dear Jyoti,

We are pleased to offer you employment with Growth Maximisers Private Limited (the "Company") as **Manager – Talent Acquisition**. This letter and its annexures including "Statement of Terms and Conditions of Employment" constitute our offer to you.

This offer is confidential and should not be disclosed to others. It will remain open for two working days, after which it will be deemed withdrawn if you have not accepted our offer in writing by then.

This offer of employment is conditional upon your starting and continuing employment, subject to:

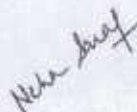
- Your signed acceptance and return of the Statement of Terms and Conditions of Employment and relevant annexures
- Agreement to, and compliance with, our confidentiality agreement which is included with this letter
- You being free of any restrictions imposed by any current employer. It is your responsibility to promptly advise us if there are any potential difficulties in this respect, including any notice requirement you may have with your current employer. By signing this letter you are confirming to us that you are not subject to any duty or obligation that would prevent you from taking up employment with us on your start date, or which would prevent you from performing all or any duties of the company relating to your position.
- Your signed acceptance that
 - no legal and/or criminal case is pending against you before any court/investigating agencies
 - you were never found guilty / convicted of any legal offense and /or crime by any court of law in the past

Subject to the fulfilment of these conditions, the position shall commence from **22nd Aug 2022**. Please signify your acceptance of this offer by signing and returning one copy of the Statement of Terms and Conditions of Employment, along with the documents listed below in the letter.

You are requested to read and understand the Annexures thoroughly. Should you have any question or need any clarification on the same, please feel free to contact us.

We are excited about you joining the Company and look forward to your contribution that you will make to Growth Maximisers Private Limited.

Yours sincerely,



Neha Saraf,
Chief Executive Officer & Director,
Growth Maximisers Private Limited



Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: reha@growthmaximisers.com

ANNEXURE I: WRITTEN STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

Growth Maximisers Private Limited ("the Company")

1. Date of Commencement of Employment

Your employment with the Company will begin on ~~22nd Aug 2022~~ **22nd Aug 2022** subject to the company having received proof of qualifications.

Your employment is subject to your completion of a probationary period of three months and your performance being found satisfactory at the sole discretion of the Company.

By your acceptance of this offer and performance of your duties, you warrant that you will not be in breach of terms or obligations under any covenant or agreement with any third party, including (but not limited to) any previous employer.

2. Job Title

You will be employed with the Company as **Manager – Talent Acquisition** or such other positions as may be assigned by the Company from time to time and will report to Saumya Sisodia or such other individuals as the Company shall designate from time to time. You shall perform such duties as are designated by the Company from time to time.

3. Place of Work

Your usual place of posting/work shall be **3rd floor, Plot 108, Sector 44, Gurugram, Haryana**. However, you may be transferred/posted/redeployed with the same or any other designation, at any time in the future in any other department/place whether existing or started or acquired later, on considering the Company's interest/requirement and on such terms and conditions as may be applicable on such transfer/posting/redeployment. The discretion of management to transfer/post/redeploy/re-designate you, is absolute, unquestionable and unchangeable.

4. Compensation

- a. Your Annual Base salary details are attached as annexure to this letter.
- b. Your salary would be paid to you on a monthly basis as per company's normal payroll cycle, net of all deductions, including necessary income tax withholding.
- c. Salaries are reviewed annually at the end of the financial year in March, and any increase, as awarded, will be effective from quarter 1 of the following year. For new joiners, anyone joining on or after Oct 1 would not be eligible for any salary review for the current year but in the following year, you would be awarded increase on pro-rated from your date of joining in your first appraisal.
- d. Additionally, you would also be eligible to additional remuneration as 'Discretionary Performance Bonus' payable at the sole discretion of the company and in accordance with the policy of the Company. Whilst there is no contractual obligation to make any payment, in exercising its discretion, the Company may award discretionary bonus based on Company's performance and individual's performance. The Company's year-end is 31st March and the discretionary performance bonus award (if any) will normally be made in May of the following year. For mid-year joiners, the discretionary bonus payment is calculated on a pro-rata basis, from their date of joining till 31 March. For new joiners, anyone joining on or after January 1st will not be eligible for any discretionary performance bonus for that current year.

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

5. Probation

You shall be placed on probation for a period of three months and your performance would be reviewed at the end of three months. If both your work and conduct are satisfactory, you will be deemed to be confirmed and placed on our regular payroll. However, if the Company is of the opinion that it would require further time to assess your skills/conduct then the Company could extend the probation period for such further period as it deems fit, in writing. During the period of probation, your services will be liable to be terminated, without assigning any reason and with a notice of 15 days only or payment in lieu of notice. During the extended period of probation, similar clause as during probation period would apply in event of need for termination. In the event that you wish to terminate your employment during your probation period then you could do so by providing 15 days prior written notice to the Company of your intention to so terminate.

6. Hours of work

Company's regular working hours are Mon to Fri. Regular working hours for your role will be Monday to Friday 10.00 AM – 6.30 PM. Depending on the severity and urgency of work, you may be required to work during extended hours and on weekends / holidays, at times. You will not be paid any additional remuneration/ overtime for any additional hours spent by you.

7. Leave Policy

Employees have a challenging career and personal life – and Growth Maximisers recognizes that both aspects require time and energy. Growth Maximisers aims to support balance between work and life by providing various forms of leaves that include:

- a) Public Holidays: All employees are entitled to 10 fixed public holidays as per the calendar finalized for the year
- b) Paid Leaves: All full-time employees are entitled to 15 paid annual leave days each year which will be accrued from the first day of employment. All employees will receive annual leaves on pro-rata basis. Unused paid leaves can be carried over to the next year up to a maximum of 30 days. All paid leaves should be availed upon 7 days prior intimation and approval from the first date of leave sought. Employees who leave the firm will be paid basic salary for all unused accrued paid leaves till their termination date.
- c) Casual Leave: All employees are entitled to 7 days paid casual leaves in the calendar year. Casual leaves will not be carried over to next year or paid out upon leaving Growth Maximisers. All casual leaves should be availed upon 2 days of prior intimation and approval from the first date of leave sought.
- d) Sick Leave: All employees are entitled up to 7 days paid leave in the event of illness during a calendar year. For any 3 consecutive days of sick leave, employees will need to provide a medical certificate to their reporting manager.
- e) Maternity Leave: Female employees who have successfully completed their probation period will be entitled to maternity benefits in such manner and to such extent as provided under the relevant law. If the employee is pregnant & expecting at the time of job commencement, the employee is expected to inform the same to the company as part of full disclosure so that the company can plan suitable arrangements accordingly.

8. Exclusivity

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

During your employment with the Company, you shall work exclusively for Growth Maximisers Private Limited. You shall not accept or perform any other paid / unpaid / voluntary employment (whether temporary or permanent) or consulting work during continued association with Growth Maximisers Private Limited.

9. Termination and Notice

Growth Maximisers Private Limited follows a uniform Termination policy for all its employees. The following termination policy shall be applicable to you, upon successful completion of probation period:

- a) An employee's employment with Growth Maximisers Private Limited may be terminated by either party by giving a prior written notice (in the case of employee, a resignation letter) and serving a notice period of 30 (Thirty) days. Alternatively, if mutually agreed, in the event no notice period is to be served, the party giving the notice/ resignation letter shall pay to the other party an amount equal to 30 (Thirty) days' salary last drawn by the employee.
- b) The party providing the notice/ resignation shall be entitled to opt for either (i) serving the notice period in its entirety, or (ii) paying to the other party an amount equal to 30 (Thirty) days' salary last drawn by the employee. Provided however, that in the event of the employee serving the resignation letter, Growth Maximisers Private Limited may at its discretion either (i) reduce the notice period to be served, or (ii) reduce the payment to be made.
- c) Provided however that in all instances if the employee provides the resignation letter, such employee shall not be relieved of its duties and obligations till such time it has fulfilled to the satisfaction of Growth Maximisers Private Limited the terms and conditions provided in Paragraph 9 hereof (Handing-over of work, transition period, and relieving procedures).

10. Exit Policy

- a) Subject to Paragraph 8 above, you may, subject to the terms hereof, resign from your services at Growth Maximisers Private Limited at any time by following the procedure laid out hereinbelow.
- b) You must ensure that prior to your last full working day with us, you have completely handed over your work to the person/ colleague directed by us. It is imperative that the person/ colleague has adequately taken over the responsibility of your work before you are relieved.
- c) At the time of relieving you of your employment you will be provided with a Relieving Letter in the format generally issued by Growth Maximisers Private Limited to its exiting employees, and you are required to adhere to the relieving formalities and conditions mentioned therein.
- d) The full and final settlement issued to you upon the expiry of your notice period may include (i) your salary for the previous month, and (ii) the residual salary for the current month for which you have worked, payable on a pro-rata basis, (iii) any and all dues payable by / to Growth Maximisers Private Limited as per its accounts.

11. Company Property

- a) Any item, equipment, software, or property that is provided by us to you during the course of your employment with the Company is the property of Growth Maximisers Private Limited, to

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

whom all such properties be returned upon request or cessation of employment with the Company.

- b) All company property is to be used and cared for by you strictly as per the directions issued in respect thereof. The company property issued to you is for office/work purpose only, and should not be used for personal purposes/ gains.
- c) Any damage caused to any company property under your use or care shall be indemnified by you, and the appropriate deduction in regards thereof shall be deducted from your salary/ remuneration.

12. Confidentiality

- a) You shall not reveal to any person any Confidential Information concerning Growth Maximisers Private Limited, including its business, strategy, operations, finances, technology, transactions, which may come to your knowledge during your employment with us, including salary and terms and conditions of employment. You shall maintain complete secrecy of all such Confidential Information entrusted to you and shall not disclose any such information in any manner to any third party whatsoever.
- b) "Confidential Information" shall mean all information or data (including information about customers, suppliers, course curriculum & pricing) made available to you (whether furnished orally, in writing, electronically or through any other form or medium and regardless of whether it is specifically marked or identified as confidential) or any part thereof, concerning or relating to Growth Maximisers Private Limited, including all analyses, forecasts, reports, studies, fee structures, vendors, suppliers, agreements and other documents, as the case may be, whether prepared by you or a third party.
- c) In the event of breach by you of your obligations in respect of Confidential Information as provided for herein, Growth Maximisers Private Limited shall have, in addition to any and all remedies of law, the right to an injunction, or other equitable relief to prevent such violation or threatened violation of your Confidentiality obligations as stated herein, and shall further have the right to seek such damages, costs, and expenses as suffered, directly or indirectly, on account of such breach by you.
- d) Upon termination of this Letter of Appointment, you shall forthwith return all assets and properties of Growth Maximisers Private Limited and any documents and business records, including Confidential Information in your possession or otherwise acquired during your employment and all copies made thereof. You shall have no right of retention of any assets or documents or Confidential Information of Growth Maximisers Private Limited under any circumstances whatsoever, and shall confirm the return of the Confidential Information through an undertaking.
- e) The confidentiality clause shall continue to hold even beyond formal separation from the company.

13. Disciplinary Action

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

Growth Maximisers Private Limited reserves the right to initiate and take appropriate disciplinary actions against you in the case of any misdemeanour, acts of moral turpitude or violation of the term contained herein by you.

14. Indemnity

You shall indemnify Growth Maximisers Private Limited against any claims by third parties or losses suffered by Growth Maximisers Private Limited as a direct consequence of your misconduct, indiscipline or misdemeanour or as a result of your neglect for your duties as detailed under the terms and conditions of your employment or careless execution of your responsibilities or where you act in breach of your obligations hereunder.

15. Dispute Resolution

Any dispute or difference arising out of, from or relating to anything contained in this Letter of Appointment including any dispute or difference arising out of its termination, shall be referred to the arbitration by sole arbitrator to be appointed by Growth Maximisers Private Limited. Such Arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any statutory modification or re-enactment thereof for the time being in force. The venue of the Arbitration shall be Guwahati. The language of the Arbitration proceedings shall be English. The costs of the arbitral proceedings shall be shared equally between the parties.

16. Changes in the terms

Our policies are constantly evolving to take into account new and emerging best practices in the industry, and changes in law. Consequently, the terms of your employment may change at any time without prior notice. However, you will be informed of any changes made to the policy that might affect you, and such changes shall be applicable to you to the same extent as they will apply to our other employees.



Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

ANNEXURE I: REMUNERATION DETAILS (during probation)

Name Jyoti Jalal

Designation **Manager – Talent Acquisition**

Remunerations Details

Items	Per Month	Per Annum
Basic Salary	15,000	1,80,000
HRA (50% of basic)	7,500	90,000
Allowances	2,500	30,000
Annual Variable Salary (perf. linked)		60,000
Total CTC	25,000	3,60,000

*** Your final employment is subject to background verification*

ANNEXURE I: REMUNERATION DETAILS (post probation)

Name Jyoti Jalal

Designation **Manager – Talent Acquisition**

Remunerations Details

Items	Per Month	Per Annum
Basic Salary	18,000	2,16,000
HRA (50% of basic)	9,000	1,08,000
Allowances	3,000	36,000
Annual Variable Salary (perf. linked)		60,000
Total CTC	30,000	4,20,000

*** Your final employment is subject to background verification*

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

ANNEXURE II: DOCUMENTS REQUIRED FOR BACKGROUND VERIFICATION

You are required to provide us with the following documents within seven days from your Joining Date. Till such time you do not provide us with the aforementioned documents, your appointment with us will be treated as being provisional. In the event you fail to provide to our satisfaction the entirety of the documents sought from you within the time stipulated above, or any extension granted by us, your appointment shall be deemed to have been cancelled, and no benefit shall be deemed to have accrued to you in the meantime.

1. Scan of PAN Card
2. Scan of cancelled cheque
3. Proof of permanent address
4. Scan of identity proof (government issued)
5. Proof of date of birth

Head

Department of Management Studies
(Kamson University, Bihintal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

Jun 20th, 2022

Sanjana Padiyar,
Nainital, Uttarakhand

Dear Sanjana,

We are pleased to offer you employment with Growth Maximisers Private Limited (the "Company") as **Manager – Talent Acquisition**. This letter and its annexures including "Statement of Terms and Conditions of Employment" constitute our offer to you.

This offer is confidential and should not be disclosed to others. It will remain open for two working days, after which it will be deemed withdrawn if you have not accepted our offer in writing by then.

This offer of employment is conditional upon your starting and continuing employment, subject to:

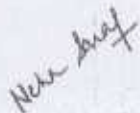
- Your signed acceptance and return of the Statement of Terms and Conditions of Employment and relevant annexures
- Agreement to, and compliance with, our confidentiality agreement which is included with this letter
- You being free of any restrictions imposed by any current employer. It is your responsibility to promptly advise us if there are any potential difficulties in this respect, including any notice requirement you may have with your current employer. By signing this letter you are confirming to us that you are not subject to any duty or obligation that would prevent you from taking up employment with us on your start date, or which would prevent you from performing all or any duties of the company relating to your position.
- Your signed acceptance that
 - no legal and/or criminal case is pending against you before any court/investigating agencies
 - you were never found guilty / convicted of any legal offense and /or crime by any court of law in the past

Subject to the fulfilment of these conditions, the position shall commence from **22nd Aug 2022**. Please signify your acceptance of this offer by signing and returning one copy of the Statement of Terms and Conditions of Employment, along with the documents listed below in the letter.

You are requested to read and understand the Annexures thoroughly. Should you have any question or need any clarification on the same, please feel free to contact us.

We are excited about you joining the Company and look forward to your contribution that you will make to Growth Maximisers Private Limited.

Yours sincerely,



Neha Saraf,
Chief Executive Officer & Director,
Growth Maximisers Private Limited



Head
Department of Management Studies
Kumaon University (Nainital)

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

ANNEXURE I: WRITTEN STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

Growth Maximisers Private Limited ("the Company")

1. Date of Commencement of Employment

Your employment with the Company will begin on ~~22nd Aug 2022~~ **22nd Aug 2022** subject to the Company having received proof of qualifications.

Your employment is subject to your completion of a probationary period of three months and your performance being found satisfactory at the sole discretion of the Company.

By your acceptance of this offer and performance of your duties, you warrant that you will not be in breach of terms or obligations under any covenant or agreement with any third party, including (but not limited to) any previous employer.

2. Job Title

You will be employed with the Company as **Manager – Talent Acquisition** or such other positions as may be assigned by the Company from time to time and will report to Saumya Sisodia or such other individuals as the Company shall designate from time to time. You shall perform such duties as are designated by the Company from time to time.

3. Place of Work

Your usual place of posting/work shall be **3rd floor, Plot 108, Sector 44, Gurugram, Haryana**. However, you may be transferred/posted/redeployed with the same or any other designation, at any time in the future in any other department/place whether existing or started or acquired later, on considering the Company's interest/requirement and on such terms and conditions as may be applicable on such transfer/posting/redeployment. The discretion of management to transfer/post/redeploy/re-designate you, is absolute, unquestionable and unchangeable.

4. Compensation

- a. Your Annual Base salary details are attached as annexure to this letter.
- b. Your salary would be paid to you on a monthly basis as per company's normal payroll cycle, net of all deductions, including necessary income tax withholding.
- c. Salaries are reviewed annually at the end of the financial year in March, and any increase, as awarded, will be effective from quarter 1 of the following year. For new joiners, anyone joining on or after Oct 1 would not be eligible for any salary review for the current year but in the following year, you would be awarded increase on pro-rated from your date of joining in your first appraisal.
- d. Additionally, you would also be eligible to additional remuneration as 'Discretionary Performance Bonus' payable at the sole discretion of the company and in accordance with the policy of the Company. Whilst there is no contractual obligation to make any payment, in exercising its discretion, the Company may award discretionary bonus based on Company's performance and individual's performance. The Company's year-end is 31st March and the discretionary performance bonus award (if any) will normally be made in May of the following year. For mid-year joiners, the discretionary bonus payment is calculated on a pro-rata basis, from their date of joining till 31 March. For new joiners, anyone joining on or after January 1st will not be eligible for any discretionary performance bonus for that current year.

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: hr@growthmaximisers.com

5. Probation

You shall be placed on probation for a period of three months and your performance would be reviewed at the end of three months. If both your work and conduct are satisfactory, you will be deemed to be confirmed and placed on our regular payroll. However, if the Company is of the opinion that it would require further time to assess your skills/conduct then the Company could extend the probation period for such further period as it deems fit, in writing. During the period of probation, your services will be liable to be terminated, without assigning any reason and with a notice of 15 days only or payment in lieu of notice. During the extended period of probation, similar clause as during probation period would apply in event of need for termination. In the event that you wish to terminate your employment during your probation period then you could do so by providing 15 days prior written notice to the Company of your intention to so terminate.

6. Hours of work

Company's regular working hours are Mon to Fri. Regular working hours for your role will be Monday to Friday 10.00 AM – 6.30 PM. Depending on the severity and urgency of work, you may be required to work during extended hours and on weekends / holidays, at times. You will not be paid any additional remuneration/ overtime for any additional hours spent by you.

7. Leave Policy

Employees have a challenging career and personal life – and Growth Maximisers recognizes that both aspects require time and energy. Growth Maximisers aims to support balance between work and life by providing various forms of leaves that include:

- a) Public Holidays: All employees are entitled to 10 fixed public holidays as per the calendar finalized for the year
- b) Paid Leaves: All full-time employees are entitled to 15 paid annual leave days each year which will be accrued from the first day of employment. All employees will receive annual leaves on pro-rata basis. Unused paid leaves can be carried over to the next year up to a maximum of 30 days. All paid leaves should be availed upon 7 days prior intimation and approval from the first date of leave sought. Employees who leave the firm will be paid basic salary for all unused accrued paid leaves till their termination date.
- c) Casual Leave: All employees are entitled to 7 days paid casual leaves in the calendar year. Casual leaves will not be carried over to next year or paid out upon leaving Growth Maximisers. All casual leaves should be availed upon 2 days of prior intimation and approval from the first date of leave sought.
- d) Sick Leave: All employees are entitled up to 7 days paid leave in the event of illness during a calendar year. For any 3 consecutive days of sick leave, employees will need to provide a medical certificate to their reporting manager.
- e) Maternity Leave: Female employees who have successfully completed their probation period will be entitled to maternity benefits in such manner and to such extent as provided under the relevant law. If the employee is pregnant & expecting at the time of job commencement, the employee is expected to inform the same to the company as part of full disclosure so that the company can plan suitable arrangements accordingly.

8. Exclusivity

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

During your employment with the Company, you shall work exclusively for Growth Maximisers Private Limited. You shall not accept or perform any other paid / unpaid / voluntary employment (whether temporary or permanent) or consulting work during continued association with Growth Maximisers Private Limited.

9. Termination and Notice

Growth Maximisers Private Limited follows a uniform termination policy for all its employees. The following termination policy shall be applicable to you, upon successful completion of probation period:

- a) An employee's employment with Growth Maximisers Private Limited may be terminated by either party by giving a prior written notice (in the case of employee, a resignation letter) and serving a notice period of 30 (Thirty) days. Alternatively, if mutually agreed, in the event no notice period is to be served, the party giving the notice/ resignation letter shall pay to the other party an amount equal to 30 (Thirty) days' salary last drawn by the employee.
- b) The party providing the notice/ resignation shall be entitled to opt for either (i) serving the notice period in its entirety, or (ii) paying to the other party an amount equal to 30 (Thirty) days' salary last drawn by the employee. Provided however, that in the event of the employee serving the resignation letter, Growth Maximisers Private Limited may at its discretion either (i) reduce the notice period to be served, or (ii) reduce the payment to be made.
- c) Provided however that in all instances if the employee provides the resignation letter, such employee shall not be relieved of its duties and obligations till such time it has fulfilled to the satisfaction of Growth Maximisers Private Limited the terms and conditions provided in Paragraph 9 hereof (Handing-over of work, transition period, and relieving procedures).

10. Exit Policy

- a) Subject to Paragraph 8 above, you may, subject to the terms hereof, resign from your services at Growth Maximisers Private Limited at any time by following the procedure laid out hereinbelow.
- b) You must ensure that prior to your last full working day with us, you have completely handed over your work to the person/ colleague directed by us. It is imperative that the person/ colleague has adequately taken over the responsibility of your work before you are relieved.
- c) At the time of relieving you of your employment you will be provided with a Relieving Letter in the format generally issued by Growth Maximisers Private Limited to its exiting employees, and you are required to adhere to the relieving formalities and conditions mentioned therein.
- d) The full and final settlement issued to you upon the expiry of your notice period may include (i) your salary for the previous month, and (ii) the residual salary for the current month for which you have worked, payable on a pro-rata basis, (iii) any and all dues payable by / to Growth Maximisers Private Limited as per its accounts.

11. Company Property

- a) Any item, equipment, software, or property that is provided by us to you during the course of your employment with the Company is the property of Growth Maximisers Private Limited, to

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saral Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

whom all such properties by returned upon request or cessation of employment with the Company.

- b) All company property is to be used and cared for by you strictly as per the directions issued in respect thereof. The company property issued to you is for office/work purpose only, and should not be used for personal purposes/gains.
- c) Any damage caused to any company property under your use or care shall be indemnified by you, and the appropriate deduction in regards thereof shall be deducted from your salary/remuneration.

12. Confidentiality

- a) You shall not reveal to any person any Confidential Information concerning Growth Maximisers Private Limited, including its business, strategy, operations, finances, technology, transactions, which may come to your knowledge during your employment with us, including salary and terms and conditions of employment. You shall maintain complete secrecy of all such Confidential Information entrusted to you and shall not disclose any such information in any manner to any third party whatsoever.
- b) "Confidential Information" shall mean all information or data (including information about customers, suppliers, course curriculum & pricing) made available to you (whether furnished orally, in writing, electronically or through any other form or medium and regardless of whether it is specifically marked or identified as confidential) or any part thereof, concerning or relating to Growth Maximisers Private Limited, including all analyses, forecasts, reports, studies, fee structures, vendors, suppliers, agreements and other documents, as the case may be, whether prepared by you or a third party.
- c) In the event of breach by you of your obligations in respect of Confidential Information as provided for herein, Growth Maximisers Private Limited shall have, in addition to any and all remedies of law, the right to an injunction, or other equitable relief to prevent such violation or threatened violation of your Confidentiality obligations as stated herein, and shall further have the right to seek such damages, costs, and expenses as suffered, directly or indirectly, on account of such breach by you.
- d) Upon termination of this Letter of Appointment, you shall forthwith return all assets and properties of Growth Maximisers Private Limited and any documents and business records, including Confidential Information in your possession or otherwise acquired during your employment and all copies made thereof. You shall have no right of retention of any assets or documents or Confidential Information of Growth Maximisers Private Limited under any circumstances whatsoever, and shall confirm the return of the Confidential Information through an undertaking.
- e) The confidentiality clause shall continue to hold even beyond formal separation from the company.

13. Disciplinary Action

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1

Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

Growth Maximisers Private Limited reserves the right to initiate and take appropriate disciplinary actions against you in the case of any misdemeanour, acts of moral turpitude or violation of the term contained herein by you.

14. Indemnity

You shall indemnify Growth Maximisers Private Limited against any claims by third parties or losses suffered by Growth Maximisers Private Limited as a direct consequence of your misconduct, indiscipline or misdemeanour or as a result of your neglect for your duties as detailed under the terms and conditions of your employment or careless execution of your responsibilities or where you act in breach of your obligations hereunder.

15. Dispute Resolution

Any dispute or difference arising out of, from or relating to anything contained in this Letter of Appointment including any dispute or difference arising out of its termination, shall be referred to the arbitration by sole arbitrator to be appointed by Growth Maximisers Private Limited. Such Arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any statutory modification or re-enactment thereof for the time being in force. The venue of the Arbitration shall be Guwahati. The language of the Arbitration proceedings shall be English. The costs of the arbitral proceedings shall be shared equally between the parties.

16. Changes in the terms

Our policies are constantly evolving to take into account new and emerging best practices in the industry, and changes in law. Consequently, the terms of your employment may change at any time without prior notice. However, you will be informed of any changes made to the policy that might affect you, and such changes shall be applicable to you to the same extent as they will apply to our other employees.



Head

Department of Management Studies
Rajabai Clock Tower
Kamohi University (Bhutan) Guwahati

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: neha@growthmaximisers.com

ANNEXURE I: RENUMERATION DETAILS (during probation)

Name Sanjana Padiyar
Designation **Manager – Talent Acquisition**

Remunerations Details

Items	Per Month	Per Annum
Basic Salary	15,000	1,80,000
HRA (50% of basic)	7,500	90,000
Allowances	2,500	30,000
Annual Variable Salary (perf. linked)		60,000
Total CTC	25,000	3,60,000

*** Your final employment is subject to background verification*

ANNEXURE I: RENUMERATION DETAILS (post probation)

Name Sanjana Padiyar
Designation **Manager – Talent Acquisition**

Remunerations Details

Items	Per Month	Per Annum
Basic Salary	18,000	2,16,000
HRA (50% of basic)	9,000	1,08,000
Allowances	3,000	36,000
Annual Variable Salary (perf. linked)		60,000
Total CTC	30,000	4,20,000

*** Your final employment is subject to background verification*


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

GROWTH MAXIMISERS PRIVATE LIMITED

Regd. Office: 2nd floor, Saraf Building, A.T. Road, Guwahati-1
Tel: +91-9654138862 Website: www.growthmaximisers.com Email: pehad@growthmaximisers.com

ANNEXURE II: DOCUMENTS REQUIRED FOR BACKGROUND VERIFICATION

You are required to provide us with the following documents within seven days from your Joining Date. Till such time you do not provide us with the aforementioned documents, your appointment with us will be treated as being provisional. In the event you fail to provide to our satisfaction the entirety of the documents sought from you within the time stipulated above, or any extension granted by us, your appointment shall be deemed to have been cancelled, and no benefit shall be deemed to have accrued to you in the meantime.

1. Scan of PAN Card
2. Scan of cancelled cheque
3. Proof of permanent address
4. Scan of identity proof (government issued)
5. Proof of date of birth



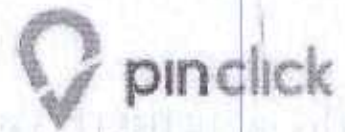
Head
Department of Management Studies
Karmoun University (Bhujial) Nainital

PinClick

Sr. No.	Name	Course	Salary (Annual)
1	Sumit Chaudhary	BMS-MBA Integarted	5.6 lac
2	Rajat Bisht	BMS-MBA Integarted	5.6 lac
3	Sumit Joshi	BMS-MBA Integarted	5.6 lac
4	Jatin Rawat	BMS-MBA Integarted	5.6 lac
5	Akshay Pandey	MBA 2 year	5.6 lac
6	Priyansh Tewari	MBA 2 year	5.6 lac
7	Jai Prakash	MBA 2 year	5.6 lac
8	Priyansh Verma	MBA Specialisation	5.6 lac
9	Dipak Chufhal	MBA Specialisation	5.6 lac
10	Neeraj Pant	MBA Specialisation	5.6 lac

Head

Department of Management Studies
GGS Indraprastha University, New Delhi



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Priyansh Tewari,

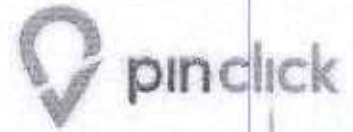
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital




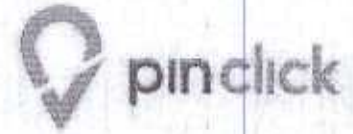
The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Priyansh Tewari	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement.</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			


 Department of Management Studies
 Kumaun University (Bhimtal) Nainital



ANNEXURE - B

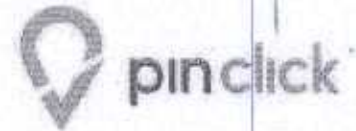
COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
	Name	Priyansh Tewari	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

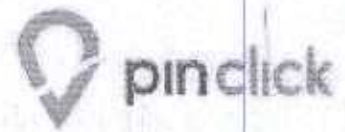
Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Priyansh Verma,

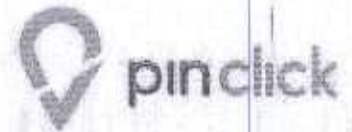
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.


Head
Department of Management Studies
Kumaon University (Ehimat) Nainital



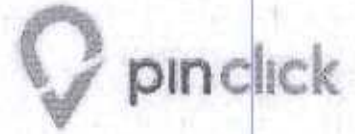
The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Priyansh Verma	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 Head
 Department of Management Studies
 Kumaun University (Bhimtal) Nainital



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

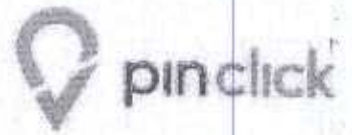
	Name	Priyansh Verma	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt. Ltd

Mr. Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



Letter of Intent

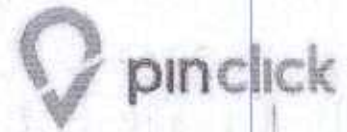
- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear **Sumit Joshi**,

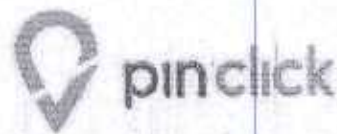
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



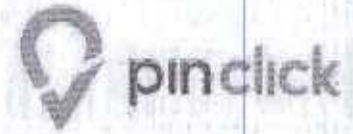
The details of your annual earnings are as Annexure A.

ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	Sumit Joshi	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license. <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 Head
 Department of Management Studies
 Gurukul University (Bhimtal) Nainital

**ANNEXURE – B**

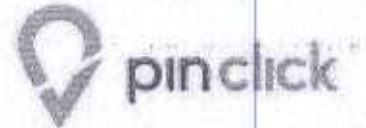
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sumit Joshi	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.			
● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's,
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

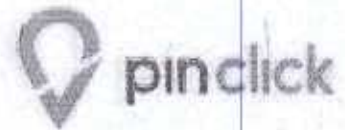
Signature: _____

Date: _____

Anticipated Start Date: _____

Head

Department of Management Studies
Yumzon University (Ethiopia) Addis Ababa



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Sumit Chaudhary,

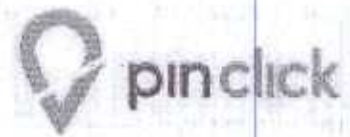
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu . The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



ANNEXURE – B

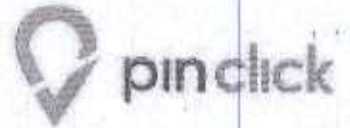
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sumit Chaudhary	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement * The Offer/ Salary is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Bhinal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc., as may be communicated to me from time to time.

Name: _____

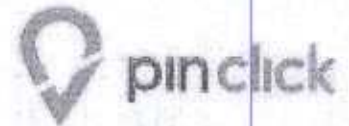
Signature: _____

Date: _____

Anticipated Start Date: _____

Head

Department of Management Studies
Kumaun University (Shimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Jai Prakash,

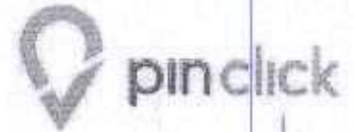
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 29th August 2022.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu . The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



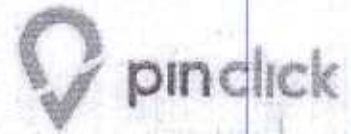
The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Jai Prakash	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement.</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 Head
 Department of Management Studies
 Kumaun University (Bhimtal) Nainital



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

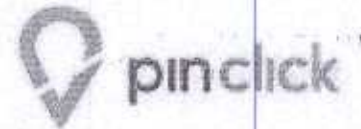
	Name	Jai Prakash	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

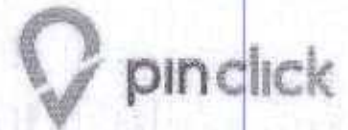
Signature: _____

Date: _____

Anticipated Start Date: _____

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Akshay Pandey,

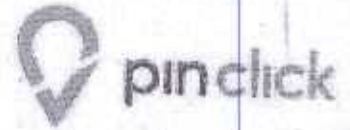
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

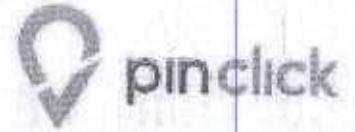


The details of your annual earnings are as Annexure A.

ANNEXURE - A
COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	Akshay Pandey	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 Head
 Department of Management Studies
 Kumaun University (Bhimtal) Nainital



ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

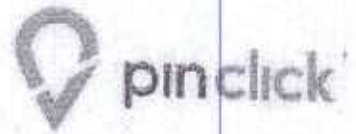
	Name	Akshay Pandey	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR-- Monthly	INR --Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

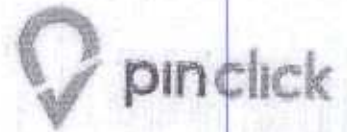
Signature: _____

Date: _____

Anticipated Start Date: _____

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Dipak Chufal,

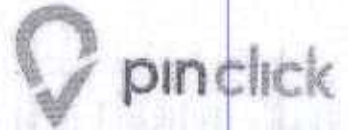
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



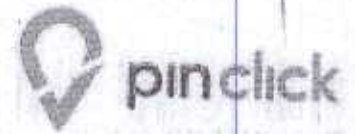
The details of your annual earnings are as Annexure A.

ANNEXURE – A
COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Dipak Chufal	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

Head

Department of Management Studies
Amity University (Gurgaon) Noida



ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	Dipak Chufal	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

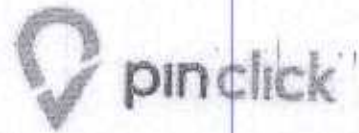
To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder


Head

Department of Management Studies
Kumaon University (Bhainital) Nainital



Letter of Intent

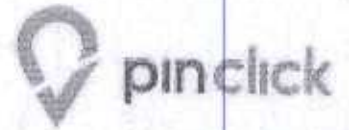
- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Rajat S. Bisht,

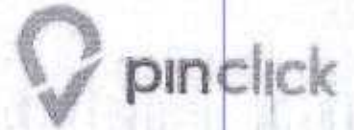
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu . The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

 Head
Department of Management Studies
University (Bharati) Mumbai



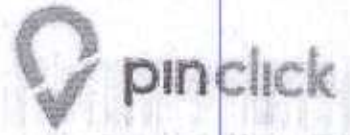
The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

ANNEXURE – A COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rajat S. Bisht	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			


 Head
 Department of Management Studies
 Kumaun University (Shimtal) Nainital



ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

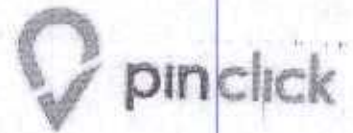
		Rajat S. Bisht	
		Property Advisor	
		Sales	
		29 August 2022	
CATEGORY		INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr. Manik Kinra
Co Founder

Head
Department of Management Studies
Gurukul University (Bilawal) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

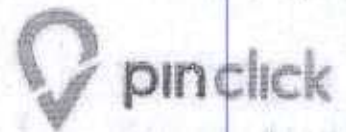
Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

Dear Jatin Rawat,

Congratulations!

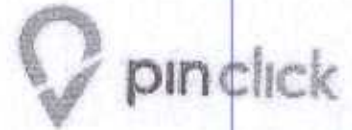
We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu . The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.


Head

Department of Management Studies
Kumaun University (Bhital) Nainital



The details of your annual earnings are as Annexure A.

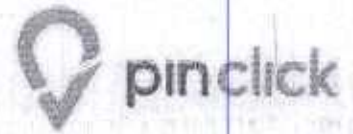
ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

		29 th August 2022	
CATEGORY		INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
PF Employer	900	10,800	
B			
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

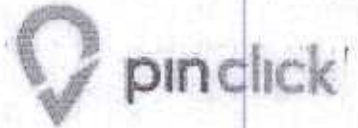
		Jatin Rawat	
		Property Advisor	
		Sales	
		29 August 2022	
CATEGORY		INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Head
Department of Management Studies
Kumaun University (Shimtal) Nainital



Letter of Intent

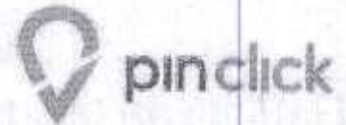
- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Head
Department of Management Studies
Kuvempu University (Bhadrnath) Nainital



29th June, 2022

Sub: Offer of employment by Pin Click

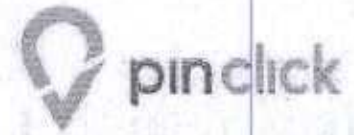
Dear Neeraj Pant,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **29th August 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attached here with Annexure B.
2. Your initial posting as a Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.



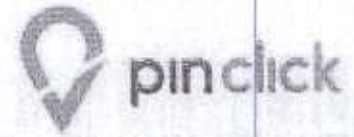
The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Neeraj Pant	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 th August 2022	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	B	Professional tax	200
PF Employer		900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license. <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			


 Head
 Department of Management Studies
 Kumaun University (Bhimtal) Nainital



ANNEXURE - B

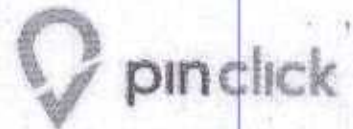
COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
	Name	Neeraj Pant	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	29 August 2022	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	SubTotal I / Gross Pay	26,589	3,19,068
B	Professional Tax	200	2,400
	PF Employer	1,008	12,096
A-B	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement * The Offer/ Salary is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt. Ltd

Mr. Manik Kinra
Co Founder


 Head
 Department of Management Studies
 Kumaon University (B.S. Unit) Nainital



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

JustDial

3

Sr. No.	Name	Course	Salary (Annual)
1	Hardik Kumar	BMS-MBA Integarted	4 lac
2	Jatin Rawat	BMS-MBA Integarted	4 lac
3	Naveen Khati	BMS-MBA Integarted	4 lac
4	Pankaj Rawat	BMS-MBA Integarted	4 lac
5	Rajat Patel	MBA 2 year	4 lac
6	Suraj Karki	MBA 2 year	4 lac

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital



Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Search mail



3 of 4,334

21 **From:** avinash.verma@justdial.com <avinash.verma@justdial.com>
Sent: Wednesday, 1 December, 2021, 5:48 pm
To: Anand Verma
Cc: sandeep.bhasin; Tahzeeb; Surbhi Jaiswal
Subject: Graphir Era Campus Dehradun

36 Dear Anand Sir,

Kindly check attached selected students list along with location and online exam status.

20 Students are selected from Bhimtal Campus for Delhi/NCR and Remote Cities.

Regards
Avinash Verma
Regional Manager

Head
Department of Management Studies
Kumaun University (Bhimtal) Nainital

Date	Name	City	Salary	Mob No.	Online Ex
29-Nov	Naresh Chandra Joshi	Almora	22000	7467837486	Done
29-Nov	Abdul Tausif Khan	Noida	25000	8126451537	Done
29-Nov	Eshika Eugenia George	Khatima	22000	7618264787	Done
29-Nov	Manjot Narula	Haldwani	22000	7302207473	Done
29-Nov	Bhaskar Bhatt	Gurgaon	25000	6396898774	Done
29-Nov	Saurabh Singh Taragi	Noida	25000	9897219366	Done
29-Nov	Hrishabh Pandey	Dehradun	22000	8755299723	Done
29-Nov	Govind Singh	Pithoraga	22000	8057238805	Done
29-Nov	Aashish Karki	Haldwani	22000	7310693224	Done
29-Nov	Suraj Singh	Delhi	25000	7906532205	Done
29-Nov	Jayant Rautela	Ramnaga	22000	8393826861	Done
29-Nov	Rajat Patel ✓	Rudrapur	22000	7500649094	Done
29-Nov	Rishabh Gupta ✓	Kichha	22000	7060691906	Done
29-Nov	Shivanshi Chauhan	Dehradun	22000	9756392609	Done
29-Nov	Naveen Singh Khatri ✓	Almora	22000	9700377868	Done
29-Nov	Jatin Rawat ✓	Haldwani	22000	7906287837	Done
29-Nov	Pankaj Singh Rawat ✓	Ramnaga	22000	9870779238	Done
29-Nov	Hardik Kumar ✓	Kashipur	22000	8859128119	Done
29-Nov	Kuldeep Singh Bisht	Rudrapur	22000	9027149230	Done
29-Nov	Anuj Joshi	Haldwani	22000	7017404944	Done


Head
 Department of Management Studies
 Kumaun University (Bhimtal) Nainital

Sheer Bulls

Sr. No.	Name	Course	Salary (Annual)
1	Juhi Tiwari	BMS-MBA Integarted	3.6 lac
2	Neha Datt	BMS-MBA Integarted	3.6 lac
3	Shivalika Pandey	BMS-MBA Integarted	3.6 lac
4	Kanika Tiwari	BMS-MBA Integarted	3.6 lac
5	Sumit Joshi	BMS-MBA Integarted	3.6 lac
6	Jatin Rawat	BMS-MBA Integarted	3.6 lac
7	Kalpana Joshi	BMS-MBA Integarted	3.6 lac
8	Anushka Bisht	MBA 2 year	3.6 lac
9	Akshay Pandey	MBA 2 year	3.6 lac
10	Himani Bisht	MBA 2 year	3.6 lac
11	Manish Joshi	MBA 2 year	3.6 lac
12	Anas Ahmed	MBA 2 year	3.6 lac
13	Manish Mamgal	MBA 2 year	3.6 lac

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital

Byju's

Sr. No.	Name	Course	Salary (Annual)
1	Hardik Kumar	BMS-MBA Integrated	10 lac
2	Pankaj Rawat	BMS-MBA Integrated	10 lac
3	Sumit Joshi	BMS-MBA Integrated	10 lac
4	Jatin Rawat	BMS-MBA Integrated	10 lac
5	Naveen Khati	BMS-MBA Integrated	10 lac
6	Vipul Sun	BMS-MBA Integrated	10 lac
7	Rajat Bisht	BMS-MBA Integrated	10 lac
8	Vinay Joshi	MBA 2 year	10 lac
9	Rajat Patel	MBA 2 year	10 lac
10	Indra Chauhan	MBA 2 year	10 lac
11	Suraj Singh	MBA 2 year	10 lac
12	Pankaj Chand	MBA 2 year	10 lac
13	Sudhanshu Bisht	MBA Specialisation	10 lac
14	Rishabh Gupta	MBA Specialisation	10 lac

Head

Department of Management Studies
Kumaun University (Bhimtal) Nainital