



Placement Details

Annexure XIV





List of students placement for MCA Program for AS 2024-25,					
Sno	Enrollment No	Name of the student	Placed in	Profile	Package
1	07414004423	Anshika Ghosh	Zigram	Analyst	11.3
2	00614004423	Arsh Deep Singh Chadha	LiveLike	Software Engineer	9
3	03414004423	Kushagra Kaushik	LiveLike	Software Engineer	9
4	00814004423	Sakshi Jain	LiveLike	Associate SDET	9
5	05014004423	Harshnath Goswami	LiveLike	Junior Full Stack Developer	8.5
6	01814004423	Md Asad Anwar	LiveLike	Junior Full Stack Developer	8.5
7	03850404423	Rittick Mondal	LiveLike	Junior Full Stack Developer	8.5
8	00150404423	Hardik Chaudhary	To The New	Quality Engineer	8.5
9	08814004423	Nitish Kumar Mishra	To The New	Quality Engineer	8.5
10	07614004423	Govind	Indus Valley Partners	Associate Software Engineer	8
11	35714004423	Mohd Aaqib	Indus Valley Partners	Associate Software Engineer	8
12	03250404423	Parul Mehra	Indus Valley Partners	Associate Software Engineer	8
13	00314004423	Punkirat singh	Indus Valley Partners	Associate Software Engineer	8
14	35214004423	Avni Sharma	Indus Valley Partners	Associate Software Engineer	7.5
15	03214004423	Bharat Singh Bisht	Josh Technology group	Software Quality Analyst	7.5
16	09414004423	Aditya Singh	Josh Technology group	Software Quality Analyst	7.5
17	09914004423	Stuti Aggarwal	To The New	DevOps Engineer	7.5
18	09214004423	Vinamra Mittal	To The New	DevOps Engineer	7.5
19	03950404423	Gaurav Kumar	NovoInvent Software	Software Engineer	7.5
20	05314004423	Mayank Kalra	NovoInvent Software	Software Engineer	7.5
21	04914004423	Pratham Wadhwa	NovoInvent Software	Software Engineer	7.5
22	03514004423	Sahil Shukla	NovoInvent Software	Software Engineer	7.5
23	05514004423	Shubham Aggarwal	To The New	DevOps Engineer	7.5





24	00350404423	Achman Saxena	Josh Technology group	Software Quality Analyst	7.5
25	09114004423	Aditya Raj Mourya	Josh Technology group	Software Quality Analyst	7.5
26	03550404423	Anushka Saxena	Josh Technology group	Software Quality Analyst	7.5
27	03814004423	Rohit Kumar	Josh Technology group	Software Quality Analyst	7.5
28	07514004423	Akshay Kumar	To The New	DevOps Engineer	7.5
29	07114004423	Anish puri	To The New	DevOps Engineer	7.5
30	35614004423	Avitosh Sood	To The New	DevOps Engineer	7.5
31	04214004423	Ankit Kaushik	Amantya Technologies	Engineer	7
32	02750404423	Abhay Gupta	Cincooni	Software Engineer/ Full Stack Developer	7
33	70214004423	Antarix Khantwal	Cincooni	Software Engineer/ Full Stack Developer	7
34	01750404423	Ashika Gaba	Cincooni	Software Engineer/ Full Stack Developer	7
35	01650404423	Harshita Jain	Cincooni	Software Engineer/ Full Stack Developer	7
36	01950404423	Ishita Jain	Cincooni	Software Engineer/ Full Stack Developer	7
37	03914004423	Jyoti kumari	Cincooni	Software Engineer/ Full Stack Developer	7
38	03150404423	Kunal Chauhan	Cincooni	Software Engineer/ Full Stack Developer	7
39	01714004423	Shreya Shailesh	Cincooni	Software Engineer/ Full Stack Developer	7
40	00950404423	Ashutosh dubey	Cincooni	Software Engineer/ Full Stack Developer	7
41	01150404423	Geeta Chauhan	Cincooni	Software Engineer/ Full Stack Developer	7
42	04614004423	Kanika Sharma	Cincooni	Software Engineer/ Full Stack Developer	7
43	02314004423	Megha Maria Simon	Cincooni	Software Engineer/ Full Stack Developer	7
44	04350404423	Priyanka Saxena	Cincooni	Software Engineer/ Full Stack Developer	7
45	08214004423	Sanket Patil	Cincooni	Software Engineer/ Full Stack Developer	7
46	06714004423	Tanya Dutt	Cincooni	Software Engineer/ Full Stack Developer	7
47	05114004423	Yashna gupta	Cincooni	Software Engineer/ Full Stack Developer	7





48	03350404423	Sonak kumar jha	Cincooni	Software Engineer/ Full Stack Developer	7
49	35314004423	Muskaan Singh	Credex Technology	Full Stack Developer	7
50	04514004423	Priya Joshi	Cincooni	Software Engineer Intern	7
51	03750404423	Anshuman Negi	Uneecops	Tableau Developer	7
52	10114004423	Gaurav Sati	Uneecops	Tableau Developer	7
53	06614004423	Kartikay Sharma	Uneecops	Tableau Developer	7
54	03614004423	Lakshay Gaur	Uneecops	Tableau Developer	7
55	04450404423	Neha Singla	Uneecops	Tableau Developer	7
56	07314004423	Shubham Kapoor	Uneecops	Tableau Developer	7
57	08314004423	Jitender Singh Bangari	Unthinkable Solutions	Junior Associate - Software Engineering	7
58	08014004423	PREETI	Credex Technology	Full Stack Developer	7
59	08114004423	Amaanullah	DronaHQ	Customer Success Engineer	6.95
60	02850404423	Anshul Bhatt	DronaHQ	Customer Success Engineer	6.95
61	35114004423	Mrinal Gupta	DronaHQ	Customer Success Engineer	6.95
62	01414004423	Akshay Rawat	Bebo Technologies	QA-ASE	6
63	00414004423	Anjuli vohra	Oodles Technologies	Assistant Consultant - QA	6
64	01614004423	Piyush Dalmia	Oodles Technologies	Assistant Consultant - QA	6
65	04550404423	Akansha Bhalla	Penthara Technologies	Software Developer	6
66	04750404423	Deepanshi	Penthara Technologies	Software Developer	6
67	04150404423	Gauri Sharma	Penthara Technologies	Software Developer	6
68	03050404423	Nishant Chaturvedi	Penthara Technologies	Software Developer	6
69	00250404423	VINISHA	Quale Infotech	Associate Automation Developer	6
70	02914004423	Deependra kumar	ReinGames	Software Developer	6
71	03314004423	Jeevesh kumar	ReinGames	Software Developer	6
72	05214004423	Muskan Verma	ReinGames	Software Developer	6
73	09014004423	Rakesh Kumar	ReinGames	Software Developer	6
74	03650404423	Aditya Ray	Symbiotic Consulting	Software Developer	6
75	09314004423	Ishaan Rajput	Symbiotic Consulting	Software Developer	6
76	10314004423	Kartikey Rao	Symbiotic Consulting	Software Developer	6





77	35814004423	Somya kathuria	Symbiotic Consulting	Software Developer	6
78	04850404423	Aditya Manocha	Penthara Technologies	Software Developer	6
79	70150404423	Anjali	Penthara Technologies	Software Developer	6
80	01550404423	Harshita sahni	Penthara Technologies	Software Developer	6
81	02650404423	Anmol Patial	To The New	Quality Engineer	6
82	36114004423	Ishaan Giri	To The New	Quality Engineer	6
83	02514004423	Kanishk Arya	To The New	Quality Engineer	6
84	07714004423	Lokesh Tomar	To The New	Quality Engineer	6
85	35250404423	Mohit Gautam	To The New	Quality Engineer	6
86	01914004423	Nitin Singh Bisht	To The New	Quality Engineer	6
87	04414004423	Saagar Yadav	To The New	Quality Engineer	6
88	08714004423	Sumit Kumar Mishra	To The New	Quality Engineer	6
89	00514004423	Jaskaran Singh Katwal	ThinkSys	Manual QA	5.5
90	01314004423	Sahil Kukreja	ThinkSys	Manual QA	5.5
91	00550404423	Anjali Jain	Algofast India	Business Analyst	5.5
92	06414004423	Jatin Mani	Algofast India	Business Analyst	5.5
93	04650404423	Abhay Yadav	Appinventiv	Software Developer	5.5
94	04314004423	Ashwani kardam	Appinventiv	Software Developer	5.5
95	35650404423	Dharya Gaur	Appinventiv	Software Developer	5.5
96	08914004423	Kanishka Yadav	Appinventiv	Software Developer	5.5
97	02114004423	Priyanshi	Appinventiv	Software Developer	5.5
98	05250404423	Yash Rajput	Appinventiv	Software Developer	5.5
99	00850404423	Bhumik virmani	Ebslon Infotech	Full Stack Developer	5.5
100	07214004423	Deepak Negi	Ebslon Infotech	Full Stack Developer	5.5
101	02714004423	Naman Chauhan	Ebslon Infotech	Full Stack Developer	5.5
102	00914004423	Radhika Khattar	Ebslon Infotech	Full Stack Developer	5.5
103	00114004423	Shikha Jain	Ebslon Infotech	Full Stack Developer	5.5
104	07014004423	Shivam	Ebslon Infotech	Full Stack Developer	5.5
105	09614004423	Tarun Kumar	Ebslon Infotech	Full Stack Developer	5.5
106	02414004423	Isha Pathak	ThinkSys	Manual QA	5.5
107	06814004423	Shivani Arora	ThinkSys	Manual QA	5.5
108	06314004423	Aishwary Kumar Rai	Xiarch Solutions	Associate Infosec	5.5
109	01014004423	Akshita Kaushik	Xiarch Solutions	Associate Infosec	5.5





110	02014004423	Dolly Singh	Xiarch Solutions	Associate Infosec	5.5
111	04250404423	Shefali bansal	Xiarch Solutions	Associate Infosec	5.5
112	02150404423	Vaibhav Singh	Xiarch Solutions	Associate Infosec	5.5
113	01250404423	Ashwani Dalal	Webkul Software	Product Business Analyst	5.2
114	01514004423	Parul Gupta	Webkul Software	Product Business Analyst	5.2
115	35450404423	Sanya sethi	Webkul Software	Product Business Analyst	5.2
116	70314004423	Vanshika kasera	Webkul Software	Product Business Analyst	5.2
117	03114004423	Devang Shukla	Thinksys	Developer	5.1
118	01214004423	Divyam Parhwal	Thinksys	Developer	5.1
119	35914004423	Ghratika Gupta	Thinksys	Developer	5.1
120	00214004423	Jatin Malik	Thinksys	Developer	5.1
121	04014004423	Kunal Khanduja	Thinksys	Developer	5.1
122	05414004423	Saloni Singh	Thinksys	Developer	5.1
123	06114004423	Tushar Aggarwal	Thinksys	Developer	5.1
124	02950404423	Vaibhav singh	Infosys	Content Writer	5
125	10214004423	Simran bagga	Cincooni	Software Engineer/ Full Stack Developer	5
126	05714004423	Himanshu Sharma	Mckinely Rice	MERN Stack Developer	5
127	01050404423	Prachi Gupta	Oodles Technologies	Assistant Consultant - QA	5
128	06014004423	Varsha Pandey	Oodles Technologies	Assistant Consultant - QA	5
129	02550404423	Vishesh	Oodles Technologies	Assistant Consultant - DevOps	5
130	00714004423	Anchal jha	ReinGames	QA Developer	5
131	02814004423	Aryamann	ReinGames	QA Developer	5
132	01850404423	Rishabh Massey	ReinGames	QA Developer	5
133	04050404423	Hemant Grover	Study Trigger	Graphic Designer	5
134	04814004423	Karan Bhardwaj	Voith Digital	QA Intern	5
135	03014004423	Saurab Sharma	W3villa Technologies	Software Developer	5
136	01114004423	Vanshika Bajaj	W3villa Technologies	Software Developer	5
137	06514004423	Vishesh Bareja	W3villa Technologies	Software Developer	5
138	35150404423	Yash Kaushik	W3villa Technologies	Software Developer	5
139	10414004423	Manav Rajpal	Wobot Interlligence	Systems Engineer	5





140	05050404423	Ashish Kumar	Ebslon Infotech	QA	4.9
141	10014004423	Monu Singh	Ebslon Infotech	QA	4.9
142	02350404423	Vikas Sharma	Farzi Engineer	Project Management Associate	4.9
143	01450404423	Malvika Gaur	Farzi Engineer	Project Management Associate	4.9
144	35350404423	Shagun	Farzi Engineer	Project Management Associate	4.9
145	06914004423	Amandeep Bhardwaj	Bangmetric	Junior Salesforce Developer	4.7
146	04950404423	Ananya Gupta	Bangmetric	Junior Salesforce Developer	4.7
147	08514004423	Jigyasha raj	Bangmetric	Junior Salesforce Developer	4.7
148	06214004423	Kriti Jain	Bangmetric	Junior Salesforce Developer	4.7
149	02214004423	Lakshya pal	Bangmetric	Junior Salesforce Developer	4.7
150	09814004423	Priyanka Mahto	Bangmetric	Junior Salesforce Developer	4.7
151	70114004423	Vaishali Bansal	Bangmetric	Junior Salesforce Developer	4.7
152	04114004423	Vansh Ahuja	Bangmetric	Junior Salesforce Developer	4.7
153	36214004423	Hrithik Tyagi	Bangmetric	Junior Salesforce Developer	4.7
154	01350404423	Kaushal	Bangmetric	Junior Salesforce Developer	4.7
155	08614004423	Tanishq Malik	Bangmetric	Junior Salesforce Developer	4.7
156	08414004423	Akansha chauhan	Binmile	Software Developer	4.68
157	02050404423	Aryan Singh	Binmile	QA	4.68
158	70414004423	Megha	Binmile	Software Developer	4.68
159	00450404423	CHETAN JOSHI	Binmile	Software Developer	4.68
160	36014004423	Divyansh Saluja	Binmile	Software Developer	4.68
161	03450404423	Harsh Vats	Binmile	Software Developer	4.68





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CIN: U72900MH2018PTC305297

Website: www.liveline.com

Email ID : contact@liveline.com

Tel: +91 124 4031848

June 24, 2025

Arshdeep Singh Chadha,
H-2/5 Model Town 2,
Delhi-110009

LETTER OF APPOINTMENT

Dear Arshdeep,

We are pleased to offer you employment with LiveLike Sports Technologies India Pvt. Ltd (hereinafter referred to as "The Company") in Gurgaon, Haryana, on the terms and conditions as given hereunder:

1. Title:

Your Title will be as below:

Title: **"Associate, SDET"**

2. Date of Employment:

You shall be deemed to be in the employment of the Company from the date of your joining the Company, which shall be on **July 01, 2025**.

3. Compensation and Benefits:

Your CTC is **INR 9,00,000/-** (INR Nine Lakhs Only). Your CTC is broken down into the following components:

Annual Fixed Pay: INR 8,50,000/- (INR Eight Lakh Fifty Thousand, Only) per annum, which will be allocated across basic salary, HRA (if applicable), expense reimbursements, provident fund, and other tax optimization arrangements per company policy in place. Your Fixed Salary shall be paid monthly after deducting PF, TDS, and any other statutory deduction.

Variable Bonus: You are also eligible for a variable bonus of INR 50,000 (INR Fifty Thousand Only), which will be paid in semi-annual installments at the end of December and June. The payment will be on a prorated basis, if applicable, for the review cycle year 2025-2026, subject to individual and company performance. This amount will be disbursed following the company's standard payroll practice and is subject to applicable withholding taxes.

Details of your compensation and other benefits are enclosed in "Annexure A" to this letter. You are expected to treat this information and any changes made therein from time to time as personal and confidential. Discussing your compensation or soliciting details of your colleague's compensation is strictly prohibited.

4. Probation Period

You will be on probation for a period of 3 months from the date of joining. During this period, your performance and conduct will be evaluated. The company reserves the right to extend the probation period if necessary.

LiveLike Sports Technologies India Private Limited

Regd. Off: 207, Sahyadri CHS Ltd., 7th Road, Neelkanth Valley, Rajawadi, Ghatkopar (E) Mumbai, Maharashtra 400077
Corporate Office: Unit No.1502, 15th Floor, Tower B, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122001



Either party may terminate the employment during the probation period by giving 30 days written notice or salary in lieu thereof. Confirmation of your employment will be communicated to you in writing upon successful completion of the probation period.

While your current place of employment shall be remote, the Company reserves the right to transfer you to any other location (within India or overseas) to pursue business interests.

5. Provident Fund/Family Pension:

You will be enrolled as a member of the Provident Fund and the Family Pension Scheme as per the applicable regulations.

You shall furnish to the Company, not later than the date of your joining the Company, your PF Account Number and other relevant details, if you are already a member of the PF.

6. Gratuity:

You shall also be entitled to payment of Gratuity as per the limits and methodology defined under Payment of Gratuity Act, 1972 on completion of specified years of employment with the Company.

7. Increment in Salary, Promotion, etc.:

The Company shall, at its sole discretion, determine your future salary, position(s), conditions, terms and benefits of employment with the Company. Typically, Company reviews increment in salary, promotion etc. on an annual basis valid from July-June for the assessed year. Pro rata salary increment is handled per policy in place.

8. Training:

You may be required to undergo specialized training within the Company or at other institutions nominated by the Company in India or overseas. In consideration for such training, if you leave the employment of the Company on your own free will within twelve (12) months after the completion of any training course, you agree to reimburse the Company for the cost of such training course.

9. Confidentiality and Announcement:

9.1. **Obligation of confidentiality**

9.1.1 You shall during the course of your employment with the Company and thereafter:

- (a) hold the Confidential Information in strict confidence, use it only for services under this appointment letter, and shall take or cause to be taken all such precautions as may be necessary to maintain the secrecy and confidentiality of, and prevent any unauthorised disclosure of, the Confidential Information at all times;
- (b) immediately notify the Company if you suspect or become aware of any unauthorised copying, use or disclosure in any form of the Confidential Information; and
- (c) at the request, at any time, of Company and at the Company's election and/or at the time of termination of your employment with the Company, either return all the Confidential Information which is capable of being transferred by delivery and all copies, extracts or summaries of Confidential Information made by you, or destroy the same (including deleting all Confidential Information stored on electronic devices) and provide confirmation of such destruction in a form reasonably required by the Company.

9.1.2 You further undertake that you shall not:

- (a) without the prior written consent of the Company, disclose, provide or in any other way, communicate or make available any Confidential Information to any Person;

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- (b) use or attempt to use the Confidential Information for your own or any other Person's direct or indirect advantage or gain or in any manner which causes or may cause injury or loss to the Company or competes with the business of the Company;
- (c) sell, license, assign or in any manner transfer/alienate to any third party, any part or whole of the Confidential Information or any other asset which is confidential and proprietary to the Company;
- (d) without the Company's prior written consent, reveal to any Person, or otherwise announce the execution of this appointment letter, the existence of the terms and conditions of this appointment letter, that any discussions or negotiations are being held with the Company, or that the Confidential Information has been provided by the Company under this appointment letter;
- (e) use the Confidential Information for any purpose other than for the provision of services under this appointment letter; or copy or duplicate the Confidential Information or any part of it other than as strictly necessary for providing the services under this appointment letter, and at the request of the Company, deliver to the Company or destroy all copies or duplicates.

9.1.3 You further acknowledge that:

- (a) the Confidential Information given to you prior to entering into the employment was given to you on the condition that it is to be kept in strict confidence and is to be treated in accordance with this appointment letter;
- (b) any unauthorized disclosure or misuse of any Confidential Information could have a material adverse effect on and irreparably harm the Company and that damages may be inadequate compensation for breach of terms of employment, and subject to the court's discretion, the Company may restrain, by an injunction, specific performance or other equitable relief/ remedy, your conduct or threatened conduct which is or will be a breach of terms of employment, including the terms herein; and the Confidential Information is not regarded as being in the public domain by reason only of the fact that some portion of it is public or that information is publicly available which, together with other information, could be used to produce the Confidential Information.

9.2 **Permitted Disclosure of Confidential Information**

9.2.1 You may disclose so much of the Confidential Information as you are legally required to disclose by the law, however, before doing so, you shall:

- (a) promptly give the Company, a reasonable written notice providing the details of requirement of the disclosure and the Confidential Information that you propose to disclose;
- (b) co-operate with the Company regarding the timing and content of such disclosure or any action which the Company may reasonably elect to take to challenge the validity of such requirement; and use best efforts to require the disclosure to be on a confidential basis.

For the purpose of this appointment letter, Confidential Information shall mean all information disclosed by the Company to you (whether orally, in writing or in any other form) prior to or pursuant to the execution of this appointment letter or to which you gain access, or have gained access, to during the course of your employment with the Company, including but without limitation: (a) matters of a technical nature; (b) research and development information; (c) business records, business processes, business plans (including for current and anticipated business), information, notes, products, know-how, trade secrets, engineering or other data, information gathered through observation of any of the Company's business processes or any Work Product (as defined in Clause 12 below) produced, conceived, developed, originated, fixed or reduced to practice by you (d) accounting procedures and/or financial information; (e) specifications, processes or formulae; (f) planning or marketing procedures, techniques or information, including information relating to sales figures, the identity of customers, suppliers and/or agents; (g) pricing details; (h) information in respect of the business of the Company including but not limited to cost information, quantum of profits, sales information and strategies, accounting and unpublished financial information, business plans and strategies, markets and marketing methods, client lists and client information, advertising strategies, employee details, suppliers, supplier lists, customers, customer lists; (i) information received by the Company from its clients, employees, consultants whether or not used or evaluated by the Company; (j) secret information and anything else that is marked "confidential", "proprietary" or which is otherwise indicated expressly or impliedly to be subject to an obligation of confidence, or which is not information available in the public domain; (k) details and particulars of all Intellectual Property owned and/or to be owned by, and, licensed or to be licensed to or by, the Company; and

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(l) any other information, which is not in the public domain and which if misused or disclosed to any Person by you will adversely affect the Company in the opinion of the Company.

For the purpose of this appointment Letter, **Person** shall mean a natural or juristic entity and wherever necessary (by implication or otherwise) includes firms and/ or associations and any authority, statutory, administrative, regulatory or otherwise.

10. Non-Compete:

- 10.1 You understand and acknowledge that, during the course of your employment with the Company, you will be given access to and will help develop confidential Information, which if such confidential Information were released to the general public or to a competitor, would place the Company at a disadvantage with its competitors. You further acknowledge and agree that the nature of the Company's business is such that if you were to be employed/engaged by, or substantially involved in, the business of a competitor of the Company during the one (1) year following the termination of your employment with the Company, it would be very difficult for you not to rely on or use the Company's trade secrets and Confidential Information. Thus, to protect the Company's business, Confidential Information and goodwill, and to avoid the inevitable disclosure of the Company's trade secrets and Confidential Information, you agree and acknowledge that you shall not, during the term of your employment with the Company and thereafter for a period of one (1) year, directly or indirectly engage or participate in (whether as an employee, consultant, agent, proprietor, principal, partner, shareholder holding more than one percent (1%) of the voting share capital, corporate officer, director or otherwise) any firm, company, corporation or business that competes with, or is intended to be in direct competition with, the Company.
- 10.2 You further acknowledge and agree that the restrictions under this Clause are fair and reasonable as to subject matter, geographical scope and duration, and are reasonably necessary to protect the interests of the Company and also to protect the value of the business of the Company and associated goodwill. You further waive all defenses to the strict enforcement of the confidentiality, non-compete, and non-solicitation restrictions herein.

11. Non-Solicitation:

- 11.1 You undertake that during the term of your employment and for a period of one (1) year thereafter:
- (a) you shall not, directly or indirectly, solicit or attempt to influence, any Person employed or engaged by the Company and/or its affiliates, to terminate his employment or otherwise cease his engagement with the Company and/or its affiliates or become your employee or the employee of any Person who is a competitor or is intended to be in direct competition with the Company, or directly or indirectly offer services in any form to you or to any Person who is a competitor or is intended to be in direct competition with the Company.
- (b) you shall not, directly or indirectly, solicit, endeavor to solicit, influence or attempt to influence any client, customer, service provider or any Person engaged by the Company and/or its affiliates or any Person reasonably understood to be a prospective customer or client of the Company, to direct its business association with the Company and/or its affiliates, to you or to any Person who is a competitor or is intended to be in direct competition with the Company.
- 11.2 You further undertake that during the term of your employment and thereafter, you shall not engage in or encourage any disparaging or slanderous acts, comments or remarks against the Company which may result in the erosion of the business interest or the loss of reputation and image of the Company or its business or affairs.

12. IP Assignment and Protection of Interest:

- 12.1 You agree and acknowledge that all work performed by you during your employment with the Company is specially ordered or commissioned by the Company and shall remain the exclusive property of the Company and to the fullest extent permitted by law will be deemed "work made for hire". You agree that such work is freely assignable and is hereby assigned to the Company. You shall: (a) promptly and fully disclose to the satisfaction of the Company any new or advanced method of improving any process/formulae/systems in relation to the business or operations of the Company, such as development, improvements, discoveries, ideas, work product, information, data,

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concepts, material, methods, processes, disclosures, documentation, information, reports, studies, flow charts, diagrams, computer programs, software, firmware, source code, user manual, training or service manual, product specification and other tangible and intangible material of any nature whatsoever or any other Intellectual Property Rights produced, conceived, developed, originated, fixed or reduced to practice by you, whether or not produced, conceived, developed, originated, fixed, reduced to practice or made on the Company's premises, as result of fulfilment of your services or obligations towards the Company as per this appointment letter (Work Product); (b) keep confidential the details of all Work Product; (c) not register nor attempt to register any of the Intellectual Property Rights in the Work Product, unless requested to do so by the Company; and (d) not infringe any Intellectual Property Rights of any Person in the course of performing services pursuant to this appointment letter.

- 12.2 You hereby assign to the Company, without further consideration, all worldwide rights, Title and interest in the Work Product, including anything tangible which evidences, incorporates, constitutes, represents or records any such Work Product, and any and all goodwill connected with and symbolized by, the Work Product, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity, which, in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein will revert to you, even if the Company does not exercise the rights under the assignment within a period of one (1) year from the date of assignment. You shall be required to execute separate nondisclosure, non-circumvention and assignment agreements in this regard as may be required by the Company. You further agree to waive, and hereby waive, all moral rights or proprietary rights in or to any Work Product and, to the extent that such rights may not be waived, agree not to assert such rights against the Company or its licensees, successors or assigns.
- 12.3 You represent and warrant to the Company that the Work Product delivered to the Company will not, without the Company's written consent, incorporate any Intellectual Property owned by you (Prior IP). In the event such Prior IP is permitted and incorporated into any Work Product delivered to the Company, you hereby grant to the Company a non-exclusive, royalty-free, paid-up, irrevocable, worldwide license (with the full right to sublicense) to make, have made, modify, use, sell, offer for sale and import such Prior IP. Further, you represent and warrant to the Company that all Work Product delivered to the Company will be original and will not, without disclosure to the Company, incorporate any "open source" computer code or be in any way subject to any open source license or any other license that requires disclosure of source code or otherwise would limit the Company's Intellectual Property Rights or proprietary rights in such computer code.
- 12.4 You agree to, at any time during your employment with the Company, or after it terminates, upon request of the Company, execute all documents and perform all lawful acts which the Company considers necessary or advisable to secure its rights hereunder and to carry out the intent of this appointment letter. Without limiting the generality of the foregoing, you agree to assist the Company in any reasonable manner to obtain for its own benefit Intellectual Property Rights in any and all countries with respect to all Work Product (including Prior IP in the Work Product), and you agree to execute, when requested, patent and other applications and assignments thereof to the Company, or persons designated by it, and any other lawful documents deemed necessary by the Company to carry out the purposes of this appointment letter, and you agree to further assist the Company in every way to enforce any patents and copyrights obtained, including, without limitation, testifying in any suit or proceeding involving any of said patents or copyrights or executing any documents deemed necessary by the Company, all without further consideration than provided for herein. It is understood that reasonable out-of-pocket expenses of your assistance incurred at the request of the Company under this Clause 12.4 will be reimbursed by the Company. If the Company is unable to obtain your signature on any document which you may be required to sign pursuant to this appointment letter, whether because of your physical or mental incapacity or for any other reason whatsoever, you hereby irrevocably designate and appoint each of the directors of the Company (whether now or hereafter in office) as your agent and attorney in-fact to execute any such document on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any Work Product

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For the purpose of this appointment letter, **Intellectual Property Rights** shall mean: (a) any copyrights, trademarks or service marks, trade names, brand names, designs, or patents (registered or unregistered); (b) any discovery, trade secret, know-how, technology, process, computer software and confidential, technical or product information; and (c) any letters, deed of grant, certificate or documented Title for anything referred to in paragraphs (a) and (b) above of this definition and any medium in which anything referred to in those paragraphs is stored or embodied, in each case, in India and throughout the world.

13. Vacation and Leave:

You will be governed by the grant of leave policy of the Company in this regard.

14. Work Hours:

Standard office work hours are Monday to Friday, 10.00am to 7.00 pm. Given the nature of your job, you may be required to work during non- standard hours including on weekends.

15. Fitness:

Your appointment or its continuation is further subject to your remaining medically, physically and mentally fit.

16. Retirement Age:

You will automatically retire from the service at the closing hours of January 01 or July 01 immediately after your attaining the age of 58 years.

17. At-Will employment:

Your employment with the Company is for an unspecified duration and constitutes "at-will" employment. This employment relationship may be terminated at any time, with or without cause, at the option either of the Company or yourself.

Both sides will give 60 days' notice to others for termination of employment without cause. However, no notice is required by either side in case of termination for cause (violation of published Company policies and terms mutually signed in this appointment letter or any other non-disclosure agreement, Intellectual Property Rights protection agreement, or if you are convicted by any court of law for criminal offence, including but not limited to, acts of dishonesty, theft, violence, drunkenness, drug abuse, etc.).

The Company reserves the right not to accept salary in lieu of notice. The Company also reserves the right to pay or recover salary and adjust any leave, advances or credits which have accrued to you, in lieu of notice period and to relieve you before the expiry of the notice period.

18. Address and its Change:

Your residential address, as available in the records of the Company, is given at the beginning of this appointment letter. In the event of any change in the address, you shall immediately notify the same in writing to the Company. Your failure to comply with this requirement shall be taken as misconduct and further action would follow. All letters, communications and notices to be sent to you shall be forwarded to your address available on record.

Delivery of such letter in person against acknowledgement or dispatching the said letter by registered post shall be deemed to be served on you.

19. Separation:

On separation, (by retirement, resignation or otherwise), you are required to immediately hand over to the Company before you are relieved, all Confidential Information, including correspondence, specifications, formulae, books, documents, or records, etc., belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and / or personal use as per the various policies / schemes applicable to you as a part of your compensation & benefits. This would not apply to those assets or items, which you may need to buy under any of the schemes introduced by the Company and availed by you.

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On separation, you are also liable to return any letter of authority or power of attorney if issued to you and any property whatsoever belonging to Company and to repay all outstanding loans and settle all unsettled advances, if any, prior to your final release from employment.

You would be issued a 'relieving letter' only if you have served proper notice and after you duly hand-over to the Company the aforesaid documents and materials.

20. Other Terms and Conditions:

- a) You shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- b) If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to your ceasing to be in the employment of the Company.
- c) You shall surrender all confidential Information, including records, correspondence and such papers as provided in Clause 19 above in the eventuality of your ceasing to be in the employment of this Company.
- d) Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the items so provided by the Company are not returned to the Company, as stated in Clause (b) above or if you fail to surrender the records, correspondence etc., as stated in Clause 19 and (c) above, apart from Company's right to proceed against you as per provisions of law.
- e) Your services are liable to be terminated without any notice if the Company is informed of any previous conviction by a court of law involving moral turpitude, or if any particulars given in your application form/interview are found to be false or incorrect at any time during your employment with the Company.
- f) Reasonableness: You have been given reasonable opportunity to inspect and understand the term, geographical area encompassed therein and other prevalent conditions necessary and reasonable in order to protect the Company, its parent company or any of its subsidiaries in the conduct of its business and the utilization of its assets, tangible and intangible, including goodwill.
- g) During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- h) You agree to fully indemnify the Company against: (a) any claims that your current / previous employers might bring against the Company for offering you employment; and/or (ii) against any and all losses,
- i) liabilities, damages, deficiencies, demands, claims including the third party claims, actions, judgments or causes of action, penalties and other costs or expenses (including without limitation, reasonable attorneys' fees and expenses) that are attributable to you and arising out of any breach and/or violation on your part of any of your covenants and obligations contained in this appointment letter or under the Company's policies, and you shall be bound to pay to the Company any amount that may be decided or decreed against you by any competent court.
- j) The Company may conduct background checks on previous employment and/ or academic background information, criminal records and credit checks. Any unacceptable discrepancy could lead to termination of your services with the Company.
- k) Your obligations under this appointment letter will continue in accordance with its express terms regardless of any changes in Title, position. Duties, salary, compensation or benefits or other terms and conditions of your employment or engagement with the Company. Those provisions that by their nature are intended to survive termination, including but not limited to your obligations under Clauses 9, 10, 11, 12, 20(h) and 21 under this appointment letter, will survive the termination of your employment regardless of the manner of or reasons for such termination, and regardless of whether such termination constitutes a

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breach of any other agreement that you may have with the Company. Except as otherwise provided herein, this appointment letter, and the covenants and agreements of the parties hereunder, will be binding upon and inure to the benefit of their respective successors, assigns, heirs, executors, administrators and legal representatives; provided that the Company may assign any of its rights hereunder; provided further that you shall not assign any rights hereunder without the Company's prior written consent.

21. Representations and Warranties:

- 21.1 You represent and warrant to the Company that:
- (a) you are legally competent to accept the employment and have the full right, power and authority to perform your obligations hereunder and that the obligations imposed on you are legally binding, valid and enforceable against you in accordance with the terms of employment;
 - (b) your employment with the Company does not constitute a breach of any contract, agreement, covenant or understanding with any other party, including your previous employers; and
 - (c) all the information and documents submitted by you to the Company are correct and authentic.
- 21.2 You agree and acknowledge that during your employment with the Company, you will not engage yourself, directly or indirectly, in any other work or employment (including self-employment) with any other Person.
- 21.3 You further agree and acknowledge that you shall not receive any direct or indirect benefit through any connections, associations, contracts, dealings or transactions, which are likely to be prejudicial to the interests of the Company, and shall comply with all applicable anti-corruption laws and regulations and Company policies.
22. If at any time during your employment, you are found guilty of any act of misconduct or wilful breach or continuous negligence in terms of the appointment letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the Company without any notice or without any payment in lieu of notice, shall have the right to put an end to your service and terminate the employment with the Company for cause and you shall be liable for all the losses and damages caused to the Company.
23. You shall be responsible and liable to pay your taxes and other levies, which shall be deducted at source from your salary and/or other dues.
24. We will treat your acceptance as official only if we receive your written acceptance on or before July 27, 2025.

You are required to submit to us the following on or before the date of your joining

- Photocopies of your educational qualifications
- Proof of previous employment
- Passport size photograph
- Relieving letter from previous employer
- Photocopy of your Passport (if available)
- Photocopy of PAN Card
- Duly signed Annexures A & B to this letter of appointment.
(*Compensation & benefits breakup + Employee Confidential Information, Noncompetition, and Inventions Assignment Agreement*)

25. Severability:

Any provision of this appointment letter (or portion thereof) that is held to be invalid or unenforceable by a court of competent jurisdiction will be ineffective to the extent of such invalidity or unenforceability without rendering invalid or unenforceable the remaining provisions of this appointment letter (or portion thereof). If any provision of this appointment letter is so broad as to be unenforceable, such provision will be interpreted to be only so broad as is enforceable.

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26. Governing Law and Jurisdiction:

The terms of this appointment letter shall be construed, interpreted and applied in accordance with, and shall be governed by, the laws of the Republic of India. The Courts at Mumbai, Maharashtra shall have exclusive jurisdiction to entertain any dispute/difference arising out of or in connection with this appointment letter, provided that any court of competent jurisdiction can be approached by the Company for purposes of claiming injunctive relief in connection with this appointment letter.

You acknowledge and agree that violation of this appointment letter by you would cause irreparable harm to the Company not adequately compensable by money damages alone, and you therefore agree that, in addition to all other remedies available to the Company at law, in equity or otherwise, the Company shall be entitled to injunctive relief, specific performance or other equitable relief/ remedy, to prevent an actual or threatened violation of this appointment letter and to enforce the provisions hereof, without showing or proving any actual damage to the Company.

27. Acceptance:

Your signatures below are attestation of your accepting the terms and conditions of your employment with the company as are stipulated in this letter.

Any changes or amendments to these terms must be made in writing and signed by both you and the company. This letter supersedes any prior agreement whether written or verbal that may have been reached between you and the Company.

This letter is signed in two originals, one for your and the other for Company's record.

Best Regards,



Megha Maggo
Director, People Operations, India
LiveLike Sports Technologies India Private Limited

I have read, understood, and accepted the above. I understand that the terms and conditions are pre-conditions to my employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Agreed to:

Date of acceptance:

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**LIVELIKE****ANNEXURE A****Salary Structure: Arshdeep Singh Chadha**

S.No.	Components	INR per annum	Remarks
A	Annual Pay		
A1	Basic Salary	399552	
A2	House Rent Allowance(HRA)	192000	
A3	Special Allowance	120000	
A4	Telephone/Internet	30000	Payable against claim enclosing bills
A5	Leave Travel Allowance (LTA)	36000	Annual Pay-As per the LTA policy guidelines
A6	Food Allowance	30000	
Total Annual Pay		807552	
B	Long-term benefits		
B1	Provident Fund (PF)-Employer contribution	42453	
Total Long-term benefits		42453	
Annual Fixed Pay (A+B)		850005	

Benefit Structure: Arshdeep Singh Chadha

D	Annual benefits	Amount	Remarks
D1	Mediclaime Insurance	Up to 7.5 lakhs per annum	Premium paid by the company
D2	Other Health Benefits	Up to 15k per annum	Amount paid by the company
D3	Accidental Insurance	Up to 20 lakhs per annum	Premium paid by the company



For LiveLike Sports Technologies India Pvt. Ltd.

Received & Accepted
Arshdeep Singh
Chadha**LiveLike Sports Technologies India Private Limited**Regd. Off: 207, Sahyadri CHS Ltd., 7th Road, Neelkanth Valley, Rajawadi, Ghatkopar (E) Mumbai, Maharashtra 400077
Corporate Office: Unit No.1502, 15th Floor, Tower B, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122001

Date: 6th Nov, 2024

To,
Amaanullah,

JIMS,

Sub: -Internship cum Offer letter

Dear Amaanullah,

We are pleased to make a provisional offer of appointment as "**Customer Success Engineer**". You will receive a detailed appointment letter once you join. Please find details of the offer below.

First 6 months of your joining, you shall undergo Internship/Training as per company policy. During which, you shall be entitled to a stipend of **INR 10,000** per month. After Completion of training there will be performance assessment test/meeting depending on which we will decide your continuation with company. CTC offered **INR 6,95,000** per annum after completion of Internship/Training. More details are in annexure II.

On reporting, please bring below mentioned documents:

1. Two recent passport size photographs
2. Photocopy of all educational certificates
3. Proof of age certificate
4. Certificates from the university/college
5. Leaving certificate from the university/college

Your DOJ is 2nd Jan, 2025. Initially you will be working from home, but you should be ready to work from our Mumbai office **if required. You would require working in US or rotational shift.**

Terms and Conditions for work from home:

1. You will be using your own Laptop/PC during Internship. which should be in perfect working conditions.
2. You should have an internet connection that's adequate for doing the job.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your joining on or before 8th Nov 2024. **This offer is valid based on successful reference check and documents check.**

Yours faithfully


For Deltecs InfoTech Pvt Ltd
(Director)

Accepted & Agreed

Sign:
Amaanullah



Deltecs Infotech Pvt. Ltd.

Salary Structure

1. During Internship/training period of 6 months 10,000 stipend. (All govt. compliance will be applicable as per law)
2. Post Internship/training period following CTC structure will be applicable.

Components	Amount (INR)
Basic Salary	342840
House Rent Allowance	108000
Medical Allowance	42000
Conveyance	30000
LTA	21000
BAPB	60000
Leave Encashment	30000
Telephone & Internet Allowance	30000
PF Employer Contribution	22800
Gratuity	8400
Total CTC	695040

All govt. compliance will be applicable as per law

BAPB Policy Summary:

BAPB is a fix component in your salary stack which is paid out on a yearly basis.

BAPB Computation:

It is mandatory for you to complete one year for which the BAPB applies. i.e. all the employees on the last date of the twelve-month cycle will be eligible for the payout under this program.



Deltecs Infotech Pvt. Ltd.

201, Agarwal Ind. Estate, Dahisar(E), Mumbai-400068. INDIA.
Friends@DronaHQ.com | +91-22-2848-8746 | 022 67581740

**PRIVATE & CONFIDENTIAL**

STUTI AGGARWAL
Adarsh Nagar, Delhi

Feb. 15, 2025

OFFER & APPOINTMENT LETTER

Dear STUTI,

This has reference to your application and subsequent discussions you had with us at **TO THE NEW Private Limited**, we are pleased to offer you the position of **DevOps Engineer** in the Company on the following terms and conditions:

1. Date of Commencement

Your date of commencement of employment in our Company shall be the date of your joining the duties and you have to report for joining the Company not later than **Feb 20, 2025** else this offer stands automatically cancelled.

2. Location / Transferability

Your services are presently placed at our Noida Office and your services may be transferred to any other department, subsidiary, associate company or joint venture at any other location on the same terms & conditions subject to our business requirements.

You may be required to report to any other Officer of the Company depending on the nature of assignment / task given to you.

As the Company or its associated companies are involved in a regional business and may have interests and business dealings in other Indian regions or overseas, in the performance of your duties of employment with the Company or its associated companies, you shall be required from time to time to travel and render your services throughout the world at any given time by the Company.

3. Remuneration/Salary

You will be paid the total remuneration of **INR 7,50,000 p.a.** A projected salary break up is enclosed in Annexure A.

You will be entitled to other benefits, in accordance with the policy of the Company in force from time to time.

4. Background Checks / Disclosure of Information

The Company may, at any time, (or as part of the joining formalities) conduct reference / background checks (including but not limited to the previous employers, education qualifications etc.). In the event the statements / particulars furnished by you is found to be false or misleading or any information was suppressed, or if the Company, during the course of the check receives any adverse report against you that may be detrimental to the interests of the Company, then, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein. The Company retains all its rights to initiate action against you before appropriate forums of law and as they deem fit. In the event there are any pending / closed legal cases against you in your professional capacity in the courts of law, you shall disclose the same to the undersigned immediately.



**5. Services**

You will be responsible to discharge all the services as were assigned to you from time to time and you have to discharge duties in a diligent, trustworthy, businesslike and efficient manner. You will abide by the rules and regulations those that are applicable from time to time by the Company. If required, the Company will provide required training to you in updating your relevant knowledge for discharge of your duties efficiently & effectively, which will be as per the needs of business of the Company from time to time.

6. Annual Review

At the discretion of the Company, your services and total compensation may be reviewed by the Company from time to time or annually as per the policy of the Company subject to your effective and satisfactory performance of service. In the event your performance is not up to the mark or falls short of the minimum standards set by the Company, then, the Company shall have the right to terminate you as per Clause 15 of this offer letter.

7. Expenses

The Company will reimburse authorized reasonable expenses you incur on Company business during the course of employment. Claims for expenses will be subject to the Company's Policy from time to time and approval from the concerned Authority in writing. The claim should be accompanied by reasonable proof of the expenditure. No employee is entitled to authorize his or her own expenses.

8. Personal Information

The personal information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company and the Company's human resources generally. The Company may give out some of this information to other parties authorized by law to receive it. You have the right to access and correct personal data the Company has which relates to you. Any request for personal data access and/or correction should be addressed to the Human Resources Department.

9. Hours of Work

Your working days and shift timings will be indicated to you as per current operations of the Company. It will be necessary to work any time, including in shifts, at the sole discretion of the management, and if it so requires on all the days including Saturdays, Sundays and Holidays.

10. Leave

All Employees are entitled to leaves as per HR policy in effect. Leaves will be credited on a pro-rata basis from the date of your joining.

If you are absent from duty without any prior intimation to your immediate Supervisor/Reporting Authority, it will be considered as an act of indiscipline and will be dealt as per the disciplinary policy.

This would also attract Loss of Pay. You are required to follow the Company Leave Rules effective from time to time, which will be communicated to you.

Absence for a continuous period of 7 days including absence when leave though applied for but not granted and when over-stayed for a period of 7 days would make you lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. In such an eventuality, the Management will draw an irresistible presumption that by remaining absent continuously and unauthorizedly, you have abandoned your job.



**11. Intellectual Property**

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Company so that the Company is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to the Company all right, title and interest you may have in them.

Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business of the Group Companies (including the Company). If these interests change during the term of your employment, you will promptly notify the Company.

12. Confidentiality

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

The terms and conditions of this letter along with the remuneration shall at all times be kept confidential.

13. Security

You agree that you will (i) adhere to security practices as per the security policy of the organization applying to your employment; (ii) avoid usage of prohibited devices in the office premises.

You are authorized to use email ID provided to you by the organization only for internal communication and /or for communication with clients and / or customers we are dealing with on regular basis.

You recognize and agree that you have no expectation of privacy with respect to Company's telecommunications, networking or information processing systems (including, without limitation, stored computer files, email messages and voice messages) and that your activity and any files or messages on or using any of those systems may be monitored at any time by the Company without any notice to you. You also agree that such measures are fair and reasonable and are not infringement of your privacy.

Any disclosure of information to third parties except on a "need to know" basis (including other employees of the Company or any other entity within the Group companies) constitutes a breach of your employment and the Company shall take any appropriate action as it deems fit.

14. Notice of Termination

Either party may terminate Service by giving Sixty (60) days' notice or basic salary in lieu thereof, subject to the Company accepting basic salary in lieu of notice. However, in the event of you committing any criminal offense or indulging in activities which amount to





moral turpitude or acting against the interest of the Company, you shall be liable to be dismissed forthright after getting an opportunity of being heard, without any further notice.

Further, the Company may terminate this contract, without prior notice or payment in lieu of notice for serious misconduct in accordance with relevant laws or any material breach of this contract including, in particular, any breach of paragraph 13, 14 and 18 of this contract.

Upon termination of your employment for any reason, the Company will be entitled to deduct any amounts you owe to the Company or any of the Group Companies from amounts owed to you.

No salary or incentives shall be payable after the effective date of termination. No bonus will be payable if an employee is serving notice at the time of declaration of disbursement of bonus amount. Upon termination of this contract for whatever reason, you shall return all the Company and client information and data (including copies thereof) in your possession and also hand over all the official assets and property in your custody.

15. Engagement in other Business and Non-Compete

You acknowledge, agree and undertake to devote your whole working time and attention to the service of the Company during the term of your employment with it.

During the term of your employment, you shall not (without the Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other entity or organization whether as an employee, officer, director, agent, partner, consultant or otherwise.

During the course of your employment and for twelve months thereafter, you shall not, directly or indirectly, solicit or transact or engage in or be employed in any business in competition with the business of the Company including but not limited to directly or indirectly soliciting or transacting from or with any of the Company's customers, clients, vendors, agents, suppliers or advisers. You agree that this is necessary to protect the interests of the Company and does not impede or restrict your freedom to trade.

16. Transportation

You will be responsible for making your own transportation arrangements to and from work. However, the Company on its own discretion may provide transport service as an additional benefit which the company can discontinue at any time without any prior notice.

In case of any mishap while availing the transport service, you or anyone else on your behalf including but not limited to your family, relative and friends will not hold the Company, its directors, other employees or business associates responsible. The Company has no liability whatsoever in this regard.

17. Employment Guidelines

This offer & appointment letter incorporates the Company's Employment Guidelines and the Company reserves the right to amend or introduce fresh Employment Guidelines from time to time. By signing this offer & appointment letter, you agree that, you will regularly visit the intranet of the Company and apprise yourself of the existing policies and procedures which will be binding upon you.

18. Precedence

In the event of any inconsistency between this offer & appointment letter and HR Policy, the terms and conditions of the HR Policy shall prevail.



**19. Age of Retirement**

In the normal course of employment, you will be retired from the services of the Company on attaining the age of 58 years. The proof of age shall be the one recorded in the school leaving certificate or birth certificate, as submitted and noted in the Company's records.

20. Relocation Benefit

A new hire residing in cities other than their designated place of work, are eligible for relocation benefit as per the prevailing policy. The relocation benefit can be availed only with prior approval and there's a lock-in period of 1 year, i.e., any new hire leaving TTN before completion of 1 year of continuous service, calculated from the date of joining, will have to repay the relocation expenses claimed by him/her.

21. Miscellaneous

Any claim against the Company shall be brought within six (6) months of your date of relieving from the Company.

You shall not pledge/use the Company's name for personal purposes unless otherwise authorized by the Company.

The Company shall not be responsible and liable for any actions committed or executed by you in your personal capacity within or outside the office during the course of your employment with the Company. All liabilities arising out of such actions shall be your sole responsibility.

You shall not give or receive any gift /cash equivalent of the same unless otherwise authorized by the Company.

This offer & appointment letter constitutes the written terms and conditions governing your employment with the Company. Please, therefore, signify your acceptance of terms contained herein by duly signing and returning, the enclosed duplicate copy to the Company on the same day.

Please bring the documents as mentioned in Annexure B on the date of joining.

We wish you the best of luck and invite you to our exciting team of employees in the Organization.

For TO THE NEW Private Limited,

Kirti Sharma
Assistant Vice President – Human Resources

I hereby voluntarily accept the above offer of employment along with the total terms & conditions.

Signature:

Name:

Stuti Aggarwal

Date:

16/02/2025





ANNEXURE A

Stuti Aggarwal - DevOps Engineer		
	Components	Amount (in INR per annum)
A	Basic Salary	4,62,000
B	Special Allowance (Fixed CTC (E) - (Basic Salary (A) + Flexible Benefits Plan (C) + PF - Employer contribution (D))	78,150
C	Flexible Benefits*	1,05,000
D	Provident Fund - Employer Contribution	37,800
E	Fixed CTC	6,82,950
F	Target Performance Linked Variable Pay#	0 to 67,050
G	Total CTC	7,50,000
Other Benefits: • Gratuity - As per gratuity Act. • Group Medical Insurance Coverage - Employee, Spouse and two dependent children. • Group Personal Accident Insurance Coverage - Employee only.		
*As per company policy. Any unallocated and unclaimed Flexible Benefits Plan (FBP) balance will be considered as a part of Special Allowance and taxed accordingly.		
# Subject to: • Organization performance. • Individual performance targets being achieved. • Being in continued employment with TO THE NEW Private Limited as on March 31, 2025, i.e., not resigned or serving notice period.		





ANNEXURE B

List of documents you need to carry in Original for verification and to process your joining formalities.

- ☐ Academic & Professional Certificates - 10th, 12th, Graduation, PG/Masters
- ☐ Proof of Last Employment - Latest three month's Salary Slip, Offer & Appointment Letter, Relieving Letter, Last increment Letter (if any)
- ☐ Proof of Identity and Date of Birth - PAN & Aadhar Card
- ☐ Proof of Address (permanent and current) - Aadhar Card/Voter ID/ Driving License/ Electricity Bill/ Telephone Bill/ Bank Statement
- ☐ PF Account Opening - Cancelled Cheque of any Bank Account (which has your full name mentioned) or Self-attested Bank statement



Ref ID: BMT/TA/FMT03/OL/429

JOB OFFER LETTER

Date: 14th January 2025

Akansha Chauhan

RE: LETTER OF JOB OFFER – **Software Developer Trainee**

Dear Akansha Chauhan

Following our recent discussions, we are pleased to confirm that you have been selected to work for Binmile Technologies Private Limited.

If you join us, you will become part of a fast-growing technology company and dedicated team that the works together to provide our clients with the highest possible level of service and delivery. As a member of the Binmile team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations.

In addition, we expect your personal accountability in all the services, actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding.

Proposed below are your employment details and remuneration:

- **Stipend: INR 12,000.00** Per Months (During the Training Period)
- **Salary:** After completion of the training your salary package will be **INR 4,68,000.00** Per Annum

*Applicable Govt. taxes will be deducted if any.



Corporate Office : Binmile Technologies Pvt. Ltd. D-42, Sector-59, Noida-201304 (U.P)
Registered Office : Lincoln B 401, Omaxe Grand, Forest Marg Sector-93B, Noida Gautam Buddha
Nagar, Uttar Pradesh-201304 | GSTIN : 09AAHCB0212D1ZC

Benefit: free Employee Medical Insurance (Group Insurance) of the cover of **4.68 Lakhs per annum.**

Training and Probation: Training and Probation Period will be starting from **15th January 2025.** Training and Probation period will be 6 months however subjected to acceptance of this Offer Letter: you will be bound to serve the company for the period of 2 year under a service Agreement/bond.

This period is to cover the cost of Training/Induction & other client- related work.

Notice Period: The notice period will be of **90 days.**

We would like you to join the company on **15th January 2025.** If this date is not acceptable, please contact us immediately. Please sign a copy of this letter and return to us within 24 hours to indicate your acceptance of this offer along with your resignation letter from the current company.

We are confident you will be able to make a significant contribution to the success of our Binmile Technologies and look forward to working with you.

For BINMILE TECHNOLOGIES PVT. LTD.

Sincerely,
Director



Director

ACCEPTANCE

With the signature below, I accept this offer of employment.

Name & Signature

Date



BANGMETRIC

BangMetric Services Private Limited
Unit no -5th floor, Highway Towers -I,
A13/3,4 sector 62 Noida 201309

PPO Cum Offer Letter

April 01, 2025

To,
Amandeep Bhardwaj

Dear Amandeep,

Congratulations! With reference to your application and subsequent interview with us for career in our organization, we are pleased to inform you that you have been selected for employment in BangMetric Services India Pvt. Ltd. (hereinafter referred to as "the Company" or "BangMetric" or BM") in the position of **"Junior Salesforce Developer"** effective as of **7th April 2025**.

Service Terms:

Your compensation would be **INR 4,70,000 CTC**. As confirmation of your acceptance, you are requested to sign a duplicate copy of this offer letter and Annexure and submit to the undersigned.

You will work solely under the control, direction, and supervision of the Company and in accordance with the policies, rules and guidelines of the Company. You will perform the duties and exercise the powers which the Company may assign to you from time to time.

Company policy requires a background check and drug screen be completed prior to your date of joining. By signing this contract, you authorize the Company to conduct a background check and agree to participate in a drug screen as instructed

You bear sole responsibility for the payment of all applicable Indian taxes, including taxes applicable on benefits provided etc.

This internship contract may be terminated by the company at any time for cause. "Cause" includes, but not limited to unsatisfactory performance, misconduct, any act of dishonesty, conflict of interest, breach of confidentiality, harassment, or insubordination. Termination may be without notice or payment except payment of outstanding wages, overtime and vacation

INDIA

USA

Australia

South Africa



pay to the date of termination. Pursuant to the termination of the employment under this cause, the employee shall not be eligible for any Notice Period Pay or Severance Pay.

Congratulations and Welcome to BangMetric Services!!! We look forward to a mutually fruitful association.

Sincerely,

For BangMetric Services India Pvt. Ltd.

Lalita Bhandari

Lalita Bhandari
HR Manager



INDIA

USA

Australia

South Africa



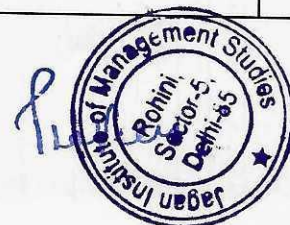
List of students placement for BCA Program for AS 2024-25

Sno	Enrollment No	Name of the student	Placed in	Profile	Package
1	9450402022	Harsh Tyagi	Movidu	Business Development Intern	7
2	3050402022	Vineet tiwari	Movidu	Business Development Intern	7
3	3314002022	Ratish Ujlayan	Invansys	QA Engineer	5.1
4	6314002022	Samarth Gandhi	Cincooni	Associate Business Growth	5
5	7514002022	Sameer	Cincooni	Associate Business Growth	5
6	2014002022	Tanya Gera	Cincooni	Associate Business Growth	5
7	6850402022	Vanshika	Cincooni	Associate Business Growth	5
8	2450402022	Bhavishay	Cincooni	Associate Business Growth	5
9	8014002022	Arush Bansal	Mindforce Research	Associate	4.9
10	1514002022	Ananya Arora	Mindforce Research	Associate	4.9
11	1250402022	Akshat Sharma	Mindforce Research	Associate	4.9
12	2350402022	Aditya PANAULI	Mindforce Research	Associate	4.9
13	35314002022	Tarini Grover	Mindforce Research	Associate	4.9
14	09650402022	Nishant Chaudhary	Mindforce Research	Associate	4.9
15	914002022	Meet kapoor	Ebslon Infotech	Developer Intern	4.6
16	114002022	Sanchit Bhalla	Ebslon Infotech	Developer Intern	4.6
17	09850402022	Geetika Pandey	Ebslon Infotech	Developer Intern	4.6
18	4914002022	PRIYAM NAGAR	Ebslon Infotech	Developer Intern	4.6
19	8450402022	Gaurangi sharma	Ebslon Infotech	Developer Intern	4.6





20	4814002022	Ankur Gupta	Ebslon Infotech	Developer Intern	4.6
21	5214002022	Khushi Aggarwal	Ebslon Infotech	Developer Intern	4.6
22	35150402022	Poornima Mittal	Ebslon Infotech	Developer Intern	4.6
23	9150402022	Rai Tanishq Narain	ReinGames	QA	4.5
24	3714002022	Alok kumar jha	ACT21 Software	PMO Executive Trainee	4.4
25	10350402022	Rupesh kumar sharma	ReinGames	Developer	4.35
26	814002022	Sanchita Sharda	ReinGames	QA	4.35
27	6650402022	Sneha sharma	ReinGames	Developer	4.35
28	4114002022	Vidushi Dubey	ReinGames	QA	4.35
29	8214002022	Deepanshi Jain	ReinGames	Developer	4.35
30	6950402022	Akshit Verma	ReinGames	QA	4.35
31	35350402022	Kshitiz Goel	ReinGames	Developer	4.35
32	8514002022	Abhijeet Singh	Mtalkz	Technical Support Executive	4.31
33	7014002022	Ayushi	Mtalkz	Technical Support Executive	4.31
34	1150402022	Abhishek	Mtalkz	Technical Support Executive	4.31
35	5050402022	Pritam shil	Mtalkz	Technical Support Executive	4.31
36	9550402022	Priya	Mobiavator	Account Manager	4.3
37	2650402022	Arjun vij	MyOperator	Intern - Operations & Admin	4.3
38	7414002022	Aditya jain	MyOperator	Intern - Operations & Admin	4.3
39	6250402022	Chiraag sharma	MyOperator	Intern - Operations & Admin	4.3
40	3150402022	Prashant Kumar	MyOperator	Intern - Operations & Admin	4.3
41	10014002022	Prashant Sarwan	MyOperator	Intern - Operations & Admin	4.3
42	9650402022	Nishant Chaudhary	MyOperator	Intern - Operations & Admin	4.3
43	35450402022	Hardik Dhawan	MyOperator	Intern - Operations & Admin	4.3
44	9714002022	Subham	MyOperator	Intern - Operations & Admin	4.3





45	2914002022	DHRUV JAISINGHANI	MyOperator	Intern - Operations & Admin	4.3
46	1814002022	Sanidhya Goel	MyOperator	Intern - Operations & Admin	4.3
47	6414002022	Kunal	Mtalkz	Technical Support Executive	4.3
48	2150402022	Mahi Gulati	Mtalkz	Technical Support Executive	4.3
49	8850402022	Nitin	Mtalkz	Technical Support Executive	4.3
50	8314002022	Pavitra mittal	Mtalkz	Technical Support Executive	4.3
51	10414002022	Rakshita Bhatia	Amazon	Virtual Customer Service Associate	4.25
52	9350402022	Aashi Sarbhai	Infosys	Systems Associate	4.21
53	5714002022	Yug verma	Infosys	Systems Associate	4.21
54	35414002022	Samarth Bhardwaj	Infosys	Systems Associate	4.21
55	3914002022	Deshna Jain	Infosys	Systems Associate	4.21
56	35650402022	Ishroop Singh Bajaj	Infosys	Systems Associate	4.21
57	4550402022	Kishan kumar tiwari	Infosys	Systems Associate	4.21
58	2250402022	Krishna Anand	Infosys	Systems Associate	4.21
59	4650402022	Niharika Nagwani	Infosys	Systems Associate	4.21



Date: 16/01/2025

Dear Harsh Tyagi,

Apropos to your application for the post of “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you the position of **Business Development Intern**. Attached are our terms and conditions of our offer. Please read these details carefully, including your compensation and benefits as explained on page ANNEX 1.

Acceptance and Commencement

Your appointment date will be effective on your joining date i.e., **20/01/2025**. Please contact us immediately if you want an alternative joining date.

The terms and conditions of the offer are as below:

- Your initial posting will be in NOIDA. Following your probation of 06 Month, your services are transferable, and you would be assigned to the NOIDA office of Movidu, a subsidiary or associate company. In such a case, it will be governed by the policies of that location.
- Your appointment is contingent on no adverse findings against reference and background checks including education, employment history, and other checks as applicable. Your internship is also contingent upon your ability to work without restrictions (i.e., you do not have any non-compete clauses or any restrictive clauses with any previous employer.
- You may be required to travel on company work and you will be reimbursed for expenses as per company policy.
- If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your internship without notice.
- Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as confidential.

Movidu Technology Pvt Ltd || hrteam@movidu.in || 9902803001 (WhatsApp only)
CIN: U72900KA2016PTC095268 || GSTN: 29AAECI2254D1ZS. IIPAN: AAECI2254D
Noida Office Address: H-211, 2nd Floor, Sector 63, Noida, Uttar Pradesh
Landmark -near Electronic City Metro Station



Working Hours – This is a full-time role. The working hours of the firm are from 11.30 am to 9 pm, six days a week. [The working hours are 11.30 AM to 1400 Hours. Lunch break is between 1400 hours to 1600. Resume work from 1600 hrs to 2100 hours] In case you are deployed at a client site you shall follow the working hours of the client. We do not follow flexi hours, so it is mandatory to complete the working hours at the office (or WFH with prior approval). You will be required to work on the weekends and the week offs are rotational and will be provided during the weekday as agreed between you and the Manager.

Absence from work – stipend will not be paid for periods of unauthorized absence.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Working in Shifts – You may be required to work in shifts. This shall be informed to you by your manager/supervisor well in advance.

Code of Conduct – Your Internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

Confidentiality - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation.

All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Restriction After Termination of the Internship - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and Interns/employees of the Company during the course of the Internship. To protect the interests of the Company you are bound by a 03 Month non-solicitation clause wherein you will not entice or solicit or assist another person of the firm.



Intellectual Property - You agree that during your internship the 'work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company,

Data Protection – Ensuring the protection of our data is a requirement of the job. You shall ensure that –

- You do not disclose any personal data without prior written approval
- You do not access information that you are not otherwise authorized to view.
- You do not access systems and IT infrastructure that you are not authorized to use.
- You do not treat personal data carelessly
- You secure all printouts away when not in use. You do not share your passwords to any unauthorized person.

Termination – By you: During the period of internship, you are required to give the company at least one calendar months' notice in writing. In case the notice period as per terms of employment is not served, stipend in lieu of notice period would be deducted from the final settlement dues to the Intern.

Termination – By Company: Post confirmation, except where your internship is terminated on the grounds of Gross Misconduct you will not be entitled to stipend from the company or pay in lieu of notice period.

Intellectual Property - You agree that during your Internship, the 'work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.



Movidu Technology Pvt Ltd || hrteam@movidu.in || 9902803001, 7619186427
(WhatsApp only) CIN: U72900KA2016PTC095268 || GSTN: 29AAECI2254D1ZS. ||
PAN: AAECI2254D

Noida Office Address: H-211, 2nd Floor, Sector 63, Noida, Uttar Pradesh
Landmark -near Electronic City Metro Station

Your roles and responsibilities during the internship will include:

Marketing the product to 50 channel partners per day: - You will be responsible for promoting and creating awareness about our product to the target audience. This may involve developing marketing strategies, implementing campaigns, and analyzing their effectiveness.

Reaching out to 50 clients per day for product explanation: You will be expected to actively engage with potential clients, contacting a minimum of 50 clients daily to provide them with detailed information about our product. This will require effective communication and persuasive skills.

Compensation - Your fixed remuneration/ stipend shall be **INR 15,000/- (Fifteen Thousand Rupees only)** per month (Refer to Annex1). Compensation will be paid only after the completion of {TRAINING_DURATION} 15 days of unpaid Training or as confirmed by your manager based on your performance during the training. After the complete the internship revised CTC will be **7 LPA**

Additional Earning Opportunities - An incentive-based performance bonus of up to **INR 15,000** is available. Please refer to Annex 1 for more details.

Training - You will be provided with on-the-job training for specific job roles and business processes, fully covered by the Company if necessary. After completing the training, you commit to working with the Company for at least 03 Months.



☎ +91-8197539961

Movidu Technology Pvt Ltd || hrteam@movidu.in || 9902803001, 7619186427
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PAN: AAECI2254D
Noida Office Address: H-211, 2nd Floor, Sector 63, Noida, Uttar Pradesh
Landmark -near Electronic City Metro Station

Acceptance – You here by accept the terms of the Internship. Please sign the offer letter induplicate and return us one copy.

Name.....Harsh.....

Accept& Sign.....[Signature].....

Best wishes



Seema Reshmi

HR Manager

Movidu Technology Pvt Ltd.



Movidu Technology Pvt Ltd || hrteam@movidu.in || 9902803001, 7619186427
(WhatsApp only) CIN: U72900KA2016PTC095268 II GSTN: 29AAECI2254D1ZS. II
PAN: AAECI2254D

Noida Office Address: H-211, 2nd Floor, Sector 63, Noida, Uttar
Pradesh Landmark -near Electronic City Metro Station

Personal Data- Consent

In consideration of being offered Internship by Movidu Technology Pvt Ltd, I hereby expressly agree as follows:

Movidu Technology Pvt Ltd may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks.

In this regard, Movidu Technology Pvt Ltd may, amongst others, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

Name..... Harsh

Accept & Sign..... [Signature]

Best wishes



Seema Reshmi

HR Manager

Movidu Technology Pvt Ltd.



Movidu Technology Pvt Ltd || hrteam@movidu.in || 9902803001,
7619186427 (WhatsApp only) CIN: U72900KA2016PTC095268 II GSTN:
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Diwakar <diwakar.jaiswal@jimsindia.org>

Fwd: Confirmation of Priya's Joining at Mobiavator Pvt. Ltd.

Jayalakshmi <jayalakshmi.kannan@jimsindia.org>

To: Jyotee Naair <jyotee.naair@jimsindia.org>

Wed, Feb 26, 2025 at 9:36 PM

Cc: Diwakar <diwakar.jaiswal@jimsindia.org>, velankanie Queenie Roy <velankanie.queenie.roy@jimsindia.org>

Mam

Plz find attached the offer letter of the group company of App Successor.

----- Forwarded message -----

From: **Human Resource** <hr@mobiaviator.com>

Date: Wed, 19 Feb, 2025, 3:16 pm

Subject: Confirmation of Priya's Joining at Mobiavator Pvt. Ltd.

To: <jayalakshmi.kannan@jimsindia.org>

Dear Jaya

I hope you are doing well.

I am writing to confirm that **Priya**, a student from your institution, has joined **Mobiavator Pvt. Ltd.** Her **Date of Joining was 18th February 2025.**During the documentation process, we noticed that her **PAN card is missing**. We have informed her about the same and have given her a **week's time to apply for it**.Please find the offer letter attached for your reference. Additionally, we request you to kindly provide us with her **No Objection Certificate (NOC)** at the earliest for our records--
Thanks & Regards
HR Team Offer Letter_Priya.pdf
824K



TERMS AND CONDITIONS OF EMPLOYMENT

The policies narrated in this document will be applicable to all the employees of Mobi Aviator Pvt Ltd ("Firm") and it will be effective from 01-01-2021 superseding all previous/earlier policies & procedures. The Firm will inform the employees in advance in case of any future changes/addition/deletions in the policies. Any exception to this policy would be allowed only after a prior written approval from the Director. All are requested to strictly adhere to the policies and co-operate with the management in its implementation.

1. Work Location:

Although the initial place of work is Noida, Uttar Pradesh. An employee may be deputed/ transferred to work at any one of the other offices of the Firm or at the client sites, as and when considered necessary, solely at the discretion of the management. All rotation, reputations and inter transfer shall be based on the Individual Performance, Team Heads recommendations and organizational requirements from time to time.

2. Probation Period:

An employee will be on probation for a period ranging from three to six from the date of joining as mentioned earlier in your offer letter. Upon satisfactory completion of probation, he/she will be confirmed as a permanent employee of the Company and his/her appointment shall be confirmed in writing/means deemed fit, by the Company. However, the Company reserves the right to extend the probation period if their performance is not up to the company's satisfactory level without assigning any extensive reason for it. If the probation period is extended under any circumstances, the same will be communicated to the employee in advance by means deemed fit and decided by the management, in this regard. No leave encashment option for probation employees.

3. Notice Period:

The Company or employee may terminate the employment at any time during the course of the employment by stating their intention to do so in writing by assigning a valid reason for the same.

- a) In the event of employee resignation from duties, he/she is required to give 60 clear days' notice period. The company may require an employee to complete all operative parts of the assignment or project he may be involved in on the date of resignation as determined by the Company before agreeing to his/her release. If in exceptional cases, the company agrees to an employee's request for an early release, the Company reserves the right to recover the salary or part thereof equivalent to the balance notice period.
- b) During the probation period in an event of employer Termination of employee services, the employment can be terminated without any prior notice by may or may not assigning any valid reason to it, such reasons may be, employee performance level at the company and/or other reason(s) at the discretion of the management.
- c) After completion of probation period, the notice of employment termination will be one (1) month notice in writing or either one (1) month's salary in lieu of notice from the company or severance pay till the employee gets another job opportunity, whichever is less.

Corporate Address: D-63, Sector-2, Noida-201301

Email: partner@mobiaviator.com

Website: www.mobiaviator.com





4. Performance improvement plan:

A performance improvement plan (PIP), also known as a performance action plan, is a tool to give an employee with performance deficiencies the opportunity to succeed. It may be used to address failures to meet specific job goals or to ameliorate behavior-related concerns. Performance improvement plans may last for 15 or 30 days depending on the reasonably expected time it would take an employee to achieve specific goals. Outcomes may vary, including improvement in overall performance; the recognition of skills; training gap; or possible employment actions such as a transfer, demotion, or termination without giving any further notice.

5. Exclusivity:

During employment with the Firm, the employee agrees that he/she will not engage in any activity which may constitute a conflict with the Firm's interests. Also agrees that it will not involve in any part-time/full-time employment, or any other trade/business/profession, including any freelance or self app/game publishing work and will not involve in any activity which may cause income directly or indirectly. Any question whether a particular activity may constitute a conflict of interest shall be resolved by obtaining the Firm's written approval before engaging in that activity.

6. Safe Custody of Firm Material/Assets:

All the assets provided to the employee should be used expressly for firm work only. An employee is responsible for the safekeeping & return in good condition & order of all the Firm's properties, which may be in the employee's use, custody, care or charge. Firm reserves the right to deduct the cost of such articles from his/her dues, or take such actions as may be deemed proper in the event of failure to account for such property, to our satisfaction.

The employees are instructed not to use office phones to make any personal calls and not to misuse any communication facility like internet/data cards, which may be provided to the employee by the Firm. Serious action would be taken against any such contravention.

7. Non-disclosure:

For purposes of this Appointment letter, "Confidential Information" means any data or information that is proprietary to the Company and not generally known to the public, whether in tangible or intangible form, whenever and however disclosed, including, but not limited to:

- (i) any scientific or technical information, invention, design, process, procedure, formula, improvement, technology or method;
- (ii) any concepts, reports, data, know-how, works-in-progress, designs, development tools specifications, computer software, source code, object code, flow charts, databases, inventions, information, user interface design, Applications, architecture and trade secrets;
- (iii) Plans for products or services, and customer or supplier lists;
- (iv) Any other information that should reasonably be recognized as confidential information of the Disclosing Party;
- (v) Any marketing strategies, plans, financial information, projections, operations, sales estimates, business plans and performance results relating to the past, present or future business activities of such parties, its affiliates, subsidiaries and affiliated companies. Confidential Information need not be novel, unique, patentable, copyrightable or constitute a trade secret in order to be designated Confidential Information. Employee acknowledges that the Confidential Information is proprietary to the company, has been developed and obtained through great efforts by the Company and that Employee regards all of its Confidential Information as trade secrets.

Corporate Address: D-63, Sector-2, Noida-201301
Email: partner@mobiaviator.com
Website: www.mobiaviator.com





8. Assignment of Rights:

Any and all information, data, inventions, discoveries, product made, materials, notebooks, source codes, designs and other work products which an employee conceives, develops or acquires during his employment with The Firm, which related or unrelated to work performed for The Firm, shall be the sole and exclusive property of The Firm and employee should not make any claims on the said innovations/discoveries, etc. The Employee shall promptly execute any and all documents necessary and take such further actions as The Firm may deem necessary to assign any and all of the Employee's right, title and interest in such property to The Firm.

9. Employee Code of Conduct:

Due to the proprietary nature of our products, all the employees are expected to maintain the highest level of confidentiality and all employees in the Firm should behave in a professionally acceptable manner. As part of the employee code of conduct employee salary details are confidential. In case of failure to do so, will invite disciplinary action. It is the employee's responsibility to adhere to consistently and appropriately enforce the code of conduct and other Firm policies were amended from time. Employees are expected to bring any code of conduct-related issue/clarification/grievance to the notice of the designated person.

10. Non solicitation:

During the term of this Agreement and for 12 months after any termination of this Agreement, the employee will not directly or indirectly solicit, induce, recruit, encourage or otherwise endeavor to cause or attempt to cause any employee or business of the Firm to terminate their relationship with the Firm. The employee also agrees not to use or disclose to any person or any entity or any firm the information obtained by them while being an employee of the Firm concerning the names and addresses of the Firm's past and present employees.

11. Covenant not to Compete:

As per proprietary nature of business, the employee agrees not to open his own company/firm (which is engaged in any activity which may constitute a conflict with the Firm's interests, business, confidential and proprietary information) once he/she leaves the Firm, in failing which, the employee undertakes to pay a sum of Rs. 1,50,000 (One Lakh and fifty thousand only) by way of penalty to the firm, Employee is giving this undertaking in lieu of the considerable expenditure incurred by the Firm on him/her and the Intellectual Property shared by the Firm to him/her. However, the employee is free to do so after completion of one year from the relieving date from the Firm.

12. Professional Ethics:

Employees are required to deal with the Firm's assets, material, Intellectual Property and documents with utmost honesty and professional ethics. If an employee is found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Firm's money or material or documents or any affairs of the Firm or of theft or misappropriation, regardless of the value involved, his/her services will be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

13. Litigation and Regulatory Cooperation:

During and after the Employee's employment, the Employee shall cooperate fully with The Firm in the defense or prosecution of any claims or actions now in existence or which may be brought in the future against or on behalf of the Firm which relates to events or occurrences that transpired while the Employee was employed by the Firm. The Employee's full cooperation in connection with such claims or actions shall include, but not be limited to, being available to meet with counsel to prepare for discovery or trial and to act as a witness on behalf of The Firm at mutually convenient times. During and after the Employee's employment, the Employee also shall cooperate fully with The Firm in connection with any investigation or review of any federal, state, or local regulatory authority as any such investigation or review relates to events or occurrences that transpired while the Employee was employed by the Firm.

Corporate Address: D-63, Sector-2, Noida-201301

Email: partner@mobiaviator.com

Website: www.mobiaviator.com





14. Amendments:

The firm reserves all the rights to change any rules, regulations as it deems fit from time to time and the employee shall agree to abide by the rules, which are in force, and as may be added, amended or introduced.

15. Full and Final Settlement:

Full and final settlement is a process that occurs when an employee resigns from the organization. At the time of the resignation, employees undergo the process, which is also known as the FnF settlement.

During the FnF settlement below are the steps that will get followed:

1. The employee submits his/her resignation letter in writing.
2. The Firm's management team accepts the employee's resignation letter after an overview.
3. Employee's need to submit all the company's assets within a week from his/her last working day in the company.
4. Employee's all dues & payable salary will be on hold from the day he/she puts down his/her Resignation.
5. Relieving & other documents will be provided after serving the notice period & submission of the company's assets.

Full & final settlement will be paid 45-60 days from the last date of service. In some exceptional cases, the completion of the full & final can be accomplished early based on our discretion and employee behavior.

16. Termination of Employment:

Termination of employment - whether voluntary or involuntary - marks the end of the employment & the relationship between the organization and the employee. After an employee is terminated, he/she will no longer be associated with our company or handle any workload. A voluntary termination occurs when an employee leaves a job on his or her own initiative, as with a resignation. An involuntary termination is one initiated by the Firm and includes a layoff or discharge without any prior notice. Examples of such termination of employees may include circumstances where an employee:

- Breaches their contract of employment.
- Is discovered guilty of fraud, embezzlement, or other kinds of illegal actions against the company.
- Is guilty of discriminatory behavior or harassment.
- Is guilty of unlawful or immoral behavior on the job.
- Is guilty of willful neglect of job responsibilities.
- Is discovered to have caused intentional damage to the company's assets.
- Continuously disregards company policy.

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17. Retention Bonus:

Retention Bonus or stay-bonus is a one-time lump sum payment an organization pays to an employee as an incentive to remain with the company for a specified period of time. In case if the employee leaves the organization in the middle of the tenure or in case of ask to leave/Termination (due to the poor performance or anyof the above mentioned clauses of Termination in point 16) then that Employee is not liable to get any part of the Retention Bonus neither for the notice period (he/she will serve) nor for the period he/she had already served in the company.

18. Warranty:

Employee represents and warrants that employee is not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits an employee from fully performing the duties of employment or any of them, in accordance with the terms and conditions of this letter.

19. Entire Agreement:

This Agreement constitutes the entire agreement of the parties hereto and replaces all prior agreements, promises, representations and understandings between the firm and the Employee whatsoever concerning the limited subject matter hereof (other than the stock purchase or other equity arrangements). There are no other agreements, conditions or representations, oral or written, express or implied, which form the basis for this Agreement.

Corporate Address: D-63, Sector-2, Noida-201301
Email: partner@mobiaviator.com
Website: www.mobiaviator.com





DECLARATION

By signing this agreement, I hereby acknowledge and agree that: -

I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Firm from time to time. In particular, I declare that: -

- a) I will furnish original copies of my certificates, testimonials and other necessary documents, on-demand.
- b) I acknowledge and agree to the firm reserving the right to get a background check conducted on me through a third-party agency. In furtherance thereof, I authorize the Firm to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, and Voter identification card) either directly or through a third-party agency.
- c) There are no ongoing or pending criminal cases/criminal liabilities on me.
- d) I am not in person, in an unauthorized manner, in possession of any confidential, sensitive or personal information/data/material of any other firm or individual (collectively "sensitive data"). I shall not bring any sensitive Data into the Firm, and shall not use any such Sensitive data in an unauthorized manner, during or after my tenure with the Firm.
- e) I shall not commit, cause to commit, any act or omission, which I believe to be illegal or against the Firm's code of conduct.
- f) In the event of any or international misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the Firm.

I accept the above.

Name

Signature

Date

Corporate Address: D-63, Sector-2, Noida-201301
Email: partner@mobiaviator.com
Website: www.mobiaviator.com





Mindforce Research Private Limited

CIN: U74140DL2012PTC245471

Unit No - 1501 to 1525, 15th Floor, Tower-5, Assotech Business Cresterra, Plot No-22,

Sector - 135, Expressway Noida 201305, Uttar Pradesh, India

+91 120 5163 900 | mindforceresearch.com

Date: Feb 10th 2025

Dear Akshat Sharma

We are pleased to offer you an appointment with Mindforce Research Pvt. Ltd. (hereafter referred to as "Mindforce" or "Company") on the terms and conditions as per attached and as follows:

Nature of Engagement

The terms of your employment with the Company mentioned herein have been specifically discussed and agreed between the Company and you. Given your role and work profile, all these terms, specifically the Protective Provisions and Confidentiality Obligations, are of critical importance for the Company and there shall be absolutely zero tolerance for any breach or violation of any of these terms in letter or in spirit.

You are being employed by the Company on the basis that all the terms of this letter, including the Protective Provisions and Confidentiality Obligations, are acceptable to you and you agree and acknowledge that these restrictions will not restrict or inhibit your ability to earn livelihood post termination of your association with the Company.

Position

You will be appointed with designated title of Associate You will have a direct reporting to Senior Manager - Research Services

Although you have been selected initially for Secondary Research, your services may be utilized by the Company in any other department, according to the needs of the business.

The Company will be entitled, at any time during your employment, or in the event of termination, however arising, to deduct from your salary any monies due to the Company, including, but not limited to loans or advances, and any excess holiday pay.

The Company reserves the right to make reasonable changes to any of your terms of employment which will be communicated to you in writing.

You will be required to apply yourself wholly to the Company's business and no work is to be undertaken in a private capacity which conflicts with that of the Company. In the event of any disagreement over the interpretation of the above, the decision of the Company will be final.



Date of Commencement

Your date of commencement is 17th Feb 2025.

Remuneration

You will be entitled to a CTC of INR 490000 per annum. You will be responsible for payment of your personal income tax as per all applicable Indian tax laws.

You will be entitled to an incentive amount which will be based on your performance in projects. The incentive matrix will be discussed and shared with you after your joining.

You will be paid monthly on or around the last working day of each month or as determined, for the period covering the first day to the last day of each month.

Cab Policy

We will be providing cab services to the employees of Mindforce. All the pickup/drop will be done from given address at the time of joining. The company shall not be responsible in any circumstances if the employee will take drop at any other place than the drop location. There will be deduction for INR 2000 for using the cab services.

Termination of Employment

This appointment is subject to 1 Months' notice in writing by either party subject to the following additional obligations where termination takes place in the following:

Termination of employment by you

You are required to provide us with a minimum of 1 Months' notice if you decide to terminate your employment with us. If you:

- fail to provide a minimum of 1 Months' notice; or
- fail to work through that 1 Months' notice period and co-operate in an orderly handover of your work, you shall forfeit the equivalent pay in notice.

If having agreed to provide this 1 months period of notice when terminating your employment, you nonetheless fail to give or work that period of notice, then you shall forfeit the equivalent pay in lieu of notice.

Termination of your employment by the Company



Mindforce retains its right to summarily dismiss an employee without pay in the appropriate circumstances such as when you have been considered guilty of misconduct or fraudulence. For a period, equivalent to notice period, Mindforce may, in circumstances in which it reasonably believes that you are guilty of misconduct or in breach of your employment terms in order that the circumstances giving rise to that belief may be investigated, suspend you from the performance of your duties or exclude you from any premises of Mindforce and need not give any reason for so doing. Remuneration will not cease to be payable by reason only of such suspension or exclusion.

Protective Provisions

1. **Covenant Not to Compete** - You agree, undertake and covenant with the Company that during the term of your employment with the Company and for a period of 12 months following the termination of your employment and your relationship with the Company, you will not, either personally or through an agent, company or otherwise in any other manner, directly or indirectly, (i) engage in (whether as a partner, shareholder, principal, agent, director, affiliate, employee or consultant) any business and/ or activity which is same as, or similar to, or which competes or is reasonably likely to compete with, the Business which is same as, or similar to, or is competitive or is reasonably likely to compete with the Company in any part of the world or engage in any activity that conflicts with your obligations herein; or (ii) enter into employment/ contract/ consultancy with any client, customer or business associate of the Company; or (iii) engage in any activity or employment in the faithful performance of which it could reasonably be anticipated that you would or would be required or expected to use or disclose any trade secrets and/or Confidential Information acquired by you during the course of your employment with the Company.
2. **Non-solicitation** - During the term of your employment with the Company and for a period of 12 months following the termination of your employment and your relationship with the Company, you agree not to solicit, canvass, approach or influence any person engaged or employed by the Company (whether as an employee, contractor, consultant, advisor, service provider, distributor or in any other manner) or otherwise induce, solicit or attempt to solicit, any person employed by the Company (whether as an employee, contractor, consultant, advisor, service provider, distributor or in any other manner) to terminate or breach or otherwise cease his/ her employment, contractual or other relationship/ engagement with the Company and/ or become the employee, consultant, advisor, distributor of or directly or indirectly offer services in any form or manner to you and/ or any other person which is a competitor of the Company.
3. **Soliciting Clients** - During the term of your employment with the Company and for a period of 12 months following the termination of your employment and your relationship with the Company, you shall not: (i) directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them; and (ii) call on, solicit, canvass, approach, influence, take away, or attempt to call on, solicit, canvass, approach, influence or take away any customer or client of the Company or any other person who may



- be associated with the Company in any manner whatsoever to direct its purchase of the products and/ or services of the Company to itself or any other person in competition with the Company.
1. Injunctive Relief. You hereby acknowledge (1) that the Company will suffer irreparable harm if you breach your obligations under this Agreement; and (2) that monetary damages will be inadequate to compensate the Company for such a breach. Therefore, if you breach any of such provisions, then the Company shall be entitled to injunctive relief, in addition to any other remedies at law or equity, to enforce such provisions.
 2. Severable Provisions. The provisions of this Agreement are severable, and if any one or more provisions may be determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions and any partially unenforceable provisions to the extent enforceable shall nevertheless be binding and enforceable.

You acknowledge that these obligations are:

1. Fair and reasonable in regard to the subject matter, area and duration;
2. Reasonably required by the Company to protect its business and goodwill and financial interests;
3. Given voluntarily and without any coercion or pressure.

Confidentiality Undertaking

The term “**Confidential Information**” means any information, corporate data, any other material in whatever form (including without limitation, in written, oral, visual or electronic form or on any magnetic or optical disk or memory and wherever located), which by its nature or content is identifiable as confidential and/ or proprietary to the Company or which should be reasonably considered as confidential or which is provided or disclosed to you in confidence during the course of your employment/ engagement with the Company and which the Company or any person acting on behalf of the Company may disclose or provide to you or which may come to your knowledge by any means whatsoever. Without limitation, Confidential Information shall include the following, even if it is not marked as being “confidential”, “restricted” or “proprietary” (or any similar designation);

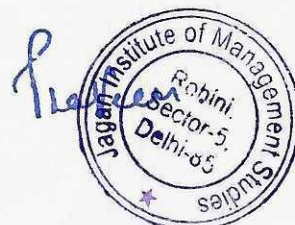
- (a) any proposed term(s) of any Intellectual Property Rights (*as defined hereinbelow*) license or other business arrangement or any commercial agreement to be entered into by the Company with any third party, any know-how, trade secrets, all the Intellectual Property Rights (*as defined hereinbelow*) of the Company, drawing or claim, information, technique, idea, process, formula, sample, compound, extract, media, procedures and formulations for producing any such sample, compound, extract, media, purification protocols, analytical methods, apparatus, any process, formula or data relating to any research project, information relating to pricing, designs, specifications, volume estimates, financial data, engineering, manufacturing, marketing, servicing, financing, legal or personnel, information relating to present or future products, (including product pipelines, product enhancement information, product synthesis routes or product quantities) manufacturing scale-ups, raw material and its costs, business and product development plans, marketing plans, (including market testing information or marketing ideas and



- concepts) current and proposed strategies (including manufacturing strategies or sales strategies) especially with respect to unannounced products and services, sales, suppliers, clients, customers (including customer requirements, customers' applications and environments), investors, other technical and business information, whether in written, graphic or electronic form of the Company; and
- (a) The Company's business activities, business relationships, services, processes, client information, staff and technical information, data and documents necessary or useful for the carrying on of its business.
1. You shall at all times during the term of your employment/engagement with the Company or and after expiry or termination of your employment/ engagement with the Company for whatsoever reason treat as and keep confidential all the Confidential Information and any other information that is the property of Mindforce that has not lawfully entered the public domain, which includes but is not limited to the names and other information contained within the Mindforce Database (as defined below), which you may become aware of during the course of your employment.
 2. You shall not use or divulge any of the Confidential Information referred to above either during the period of employment or after your employment ceases, other than:
 - in the ordinary course of your employment with the Company;
 - with the Mindforce prior written consent; or
 - where ordered to disclose by a Court, Commission, or Tribunal or mediation conference in any jurisdiction, and in such cases you shall (i) forthwith inform the Company (if reasonably possible) prior to making such disclosure; (ii) undertake such steps to limit the extent of the disclosure to the extent required/ permissible under applicable law; (iii) afford the Company a reasonable opportunity, if possible, to intervene in such court proceedings; and (iv) comply with the Company's request (if possible) as to the manner and terms of making any such disclosure.
 3. You agree, undertake and covenant for all times during the term of your employment/ engagement with the Company and after expiry or termination thereof for whatsoever reason: (i) not to use the Confidential Information for any purpose other than for an authorised purpose for which it is disclosed; (iii) not to use, disclose or divulge, directly or indirectly, the Confidential Information in any manner to any third person unless authorised by the Company to do so, and if authorised, such disclosure shall be limited to a "need to know" basis in the proper course of your duties; and (iv) to take all such steps as may be reasonably necessary to prevent Confidential Information from being disseminated or disclosed to unauthorised third persons.
 4. All Confidential Information disclosed by the Company to you or which otherwise comes to your knowledge, is acknowledged by you, (i) to be proprietary information of the Company; and (ii) not to confer any rights of whatsoever nature in such Confidential Information on you.



1. Nothing contained in this offer letter shall be construed as granting or conferring any rights in the form of a licence or otherwise in or with respect to any Confidential Information.
2. You shall protect the Confidential Information of the Company in the manner, and with the endeavour, of a reasonable person protecting his own confidential information and shall use reasonable efforts to store the Confidential Information in such a way as to prevent unauthorised disclosure.
3. Without prejudice to the other rights of the Company, in the event of unauthorised disclosure or use of the Confidential Information occurring through a disclosure made to you, you shall use all reasonable endeavours to assist the Company in recovering and preventing the use, dissemination, sale or other disposal of such Confidential Information.
4. On the expiry or termination of your employment/ engagement with the Company (howsoever arising) or at the request of the Company at any time during the term of your employment/ engagement with the Company you shall immediately:
 - a. return to the management of the Company or any person nominated or authorised by the Company all copies and partial copies of all Confidential Information (whether in paper, electronic or other format) which you may have obtained (and is in an accessible form) from the Company as well as all notes in an accessible form (whether in paper, electronic or other format) which you may have prepared or may have obtained as a result of the Confidential Information being disclosed to you; or
 - b. destroy all copies of all Confidential Information (whether in paper, electronic or other format) (in accessible form) which you may have obtained from the Company as well as all notes in accessible form (whether in paper, electronic or other format) which you may have prepared or may have obtained as a result of the Confidential Information being disclosed to you; and
 - c. return to the management of the Company or any person nominated or authorised by the Company all Company documents, books, manuals, materials, records, correspondence, papers, information, data, software, equipment, computer hardware or software and other property (in an accessible form) of the Business which may be in his possession or under his power or control.
5. You will co-operate with any request made by the Company either during or after the termination/ expiration of your employment/ engagement with the Company to provide access including passwords and any codes to any computer or other equipment electronic or otherwise in your possession or under your control which contains information relating to the Company or its' business.



1. Your appointment is subject to the enclosed undertaking regarding confidential information and occupations in conflict with the Company's interest and you are required to sign the attached Confidentiality Undertaking prior to commencement.

Intellectual Property Rights

The term "**Intellectual Property Rights**" means all intellectual property, including patents, inventions (whether or not patentable and whether or not reduced to practice), utility models, trade and service marks, trade names and the goodwill associated therewith, domain names, right in designs, copyrights, rights in databases, proprietary rights, technical, commercial or financial information of a proprietary or confidential nature (including without limitation manufacturing and production processes and techniques, improvements, customer proposals, customer and supplier information, technical and computer data and software), trade secrets and know-how, in all cases whether or not registered or registrable and including registrations and applications for registration or renewal of any of these, and all rights to apply for the same, rights to receive equitable remuneration in respect of any of these and all rights and forms of protection of a similar nature or having equivalent or similar effect to any of these anywhere in the world.

You hereby agree and acknowledge that all Intellectual Property Rights originated, conceived, written, made or discovered by you during the course of your employment/ engagement with Company and/ or using the resources of the Company shall be deemed to be "work made for hire" for the Company (under applicable law) and all such Intellectual Property Rights shall simultaneously with creation thereof automatically vest in the Company, *ab initio*, to the fullest extent permitted by applicable law. The said existing and future Intellectual Property Rights will be the absolute property of the Company.

You, irrevocably and unconditionally, recognise, covenant, and agree with and undertake to the Company that the Intellectual Property Rights owned by the Company and which arise in the course of the Company's business shall belong to, and are the sole property of, the Company.

Company Policies

It is an essential condition of your employment that you must comply with all existing, reviewed, and new Company policies and procedures. Any breach of the Company's policies or procedures may lead to disciplinary action.

Sexual Harassment

It is Mindforce's policy to prohibit in our workplace any conduct, which constitutes sexual harassment. The Company has a policy on sexual harassment. It guarantees to deal with allegations of harassment seriously, promptly and in confidence and undertakes to protect from victimization of those employees who complain about sexual harassment.



Background Verification

Validity of this offer is subject to positive clearance of the Background Verification Process carried out by the Company.

Remuneration

Designation Associate

Department Secondary Research

Effective Date 17th Feb 2025

Fixed Components (A)		
Basic	22885	274620
HRA	7000	84000
Other Allowance	4500	50972
Total (A)	34385	412620

Variable Components (B)		
***Maximum Variable Performance Incentive	4500	54000

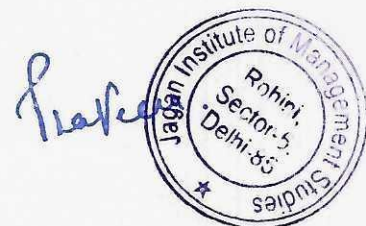
Others (C)		
Company's Contribution to PF	1950	23400

Total CTC	40835	490020
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*On production of bills and as per the provisions of the Income Tax Act 1961.

**Coverage of up to INR 500000 per annum for Self and Dependents (upto 2 children).

*** Maximum Variable Performance Incentive will be calculated based on performance and paid to you every quarter.





Mindforce Research Private Limited

CIN: U74140DL2012PTC245471

Unit No - 1501 to 1525, 15th Floor, Tower-5, Assotech Business Cresterra, Plot No-22,

Sector -135, Expressway Noida 201305, Uttar Pradesh, India

+91 120 5163 900 | mindforceresearch.com

If the terms and conditions in this contract are acceptable to you, please sign and return this contract to us. On behalf of Mindforce, congratulations on your new role.

Yours sincerely,

DocuSigned by:

Varun Arora

5024E46824B344F...

Varun Arora

Manager – Human Resource

I, **Akshat Sharma** accept the above terms and conditions of employment with Mindforce Research Pvt Ltd.

Signature.....

Date.....



2nd Apr, 2025

LETTER OF EMPLOYMENT

Mr. Ratish Ujlayan
Delhi

PRIVATE & CONFIDENTIAL

Dear Ratish,

This letter supersedes the previous contract signed between us (dated Apr 04, 2025). You will continue with your role as a **QA Engineer** with the following terms and conditions.

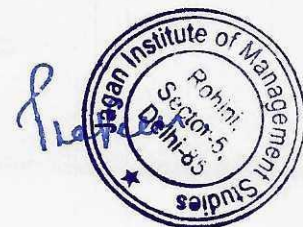
Your employer will be Invarsys Technologies Pvt. Ltd. (hereafter called "The Company") and the terms and conditions upon which you have been employed by the company are contained in this Letter of Employment.

1. COMMENCEMENT

This contract will be effective from the Apr 15, 2025.
Date of Joining :- 16th Apr 2025

2. DUTIES

- a) You shall be based in Delhi. However, due to recent Coronavirus situation, you will be expected to work from home for some time. You will be required to join office in Delhi once we decide to re-open the office.
- b) You will be expected to exercise due care and prudence in the management of company assets and when incurring costs on behalf of the company.
- c) You shall perform your duties with due observance of the law, the instructions and guidelines issued by the group from time to time with regard to the financial, legal, commercial and social policies to be conducted. Your authority to represent the company shall be limited by the provisions of the Articles of Association of the company and the directives given by the group from time to time.
- d) You shall maintain exemplary conduct at all times so as to uphold the high image of the company as well as your position as an employee and at no time cause or act in any manner that may bring disrepute either directly



5. STATUTORY AND TAXATION

- a) It is the responsibility of the Company to ensure fulfillment of your statutory and tax obligations and settle any tax liability arising from this employment with the concerned authorities as applicable.
- b) The Company will pay the statutory and tax payments as per Indian law. The Company can in no circumstances be held liable for any claim arising out of non-compliance or breach by you of the laws of India and others and any failure to withhold or pay the correct taxes.

6. LEAVE

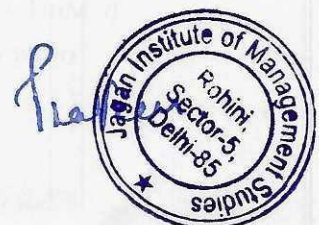
- a) You will be allowed 18 days of personal leaves (including medical leaves) during any given year.
- b) Scheduled leaves would include the following national holidays: 15th Aug, 26th Jan and 2nd Oct. Apart from these scheduled leaves, there would be holidays on some important festivals and you will be intimated about the same at appropriate time.
- c) Any leaves beyond the allowed leaves would be unpaid leaves and appropriate amount would be deducted from your salary on a pro rata basis.

7. COURT ACTIONS

- a) In the event of your appearance at, or summons to appear at, any criminal court, or in the event of any criminal conviction being made against you, during your period of employment with the company, you must inform the company as soon as possible and must, on request, give full details to the company.
- b) This agreement would be construed and controlled by laws of the State of Delhi and only courts in Delhi would have jurisdiction over any court actions related to this agreement.

8. OTHER EMPLOYMENT

- a) That during your employment you will devote your whole time and attention for the business of the Company and will diligently and efficiently carry out the duties



- c. Shall be handed over by you to the company or to the relevant group company on demand and in any event on the termination of your employment.

If you agree with these terms, please return to me a signed copy of this offer letter. We have pleasure in welcoming you in our Company and look forward to a long term mutually beneficial relationship.

Yours sincerely

For and on behalf of

Tarun Gupta

Tarun Gupta

Managing Director

Ratish Ujlayan

Date of Acceptance





List of students placement for BBA Program for AS 2024-25

Sno	Enrollment No	Name of the student	Placed in	Profile	Package
1	01150401722	DESHNA TREHAN	SNVA Ventures	Global Inside Sales Executive	8
2	03214001722	Tanish Kanwar	Hike Education	Sales Associate	6
3	35414001722	Jasmeet singh	OneBanc	Talent Acquisition	6.1
4	03114001722	TANYA GUPTA	Kelly Services Contract Employment (Deployed at BCG)	Associate	5.51
5	03950401722	Vidhi Bhardwaj	KPMG Global Services	Analyst	5.3
6	80214001722	Tanishka Kanwar	Policy Bazaar	Content Writing Intern	5.2
7	00650401722	YASHIKA BISHT	Policy Bazaar	Content Writing Intern	5.2
8	01314001722	Tanishka Sachdeva	Bajaj Allianz Life	HR Executive	5.1
9	04150401722	Aditya Sharma	Bajaj Allianz Life	HR Executive	5.1
10	02814001722	Bhavya Arora	Zigram	SEO Intern	5
11	80314001722	MANAS WADHWA	Zigram	SEO Intern	5
12	04514001722	RAUNAQ CHOPRA	Zigram	SEO Intern	5
13	04750401722	KRISHA VORA	Zigram	SEO Intern	5
14	08550401722	Arve Uppal	Zigram	SEO Intern	5
15	06314001722	SWAYAM GANDOTRA	Kadence International	Executive - Accounts	4.8
16	00350401722	Sneha	Kadence International	Executive - Accounts	4.8
17	06950401722	DEEPANSHU GAUTAM	Kadence International	Executive - Accounts	4.8
18	08250401722	VANSH AHUJA	Kadence International	Executive - Accounts	4.8
19	06850401722	Anandi	Amazon	Virtual Customer Service Associate	4.6
20	02314001722	Shrishti jain	Amazon	Virtual Customer Service Associate	4.6
21	05350401722	Vishesh anil chhabra	Amazon	Virtual Customer Service Associate	4.6
22	01714001722	Shivam Ojha	Ebullient Securities	Equity Dealer	4.5





23	04850401722	Shreya Lal	Ebullient Securities	Equity Dealer	4.5
24	00850401722	MEHAK KOTHARI	Ebullient Securities	Equity Dealer	4.5
25	07114001722	HEMANK CHHABRA	Ebullient Securities	Equity Dealer	4.5
26	00950401722	Kanishka Sethi	Ebullient Securities	Equity Dealer	4.5
27	06450401722	Nikhil Ramchandani	Planet Spark	Business Development Exeutive	4.5
28	08314001722	Sahil kumar	Planet Spark	Business Development Exeutive	4.5
29	05250401722	Satyam Jain	Planet Spark	Business Development Exeutive	4.5
30	07950401722	MANIK JAIN	Planet Spark	Business Development Exeutive	4.5
31	01014001722	Kanishk Aggarwal	Planet Spark	Business Development Exeutive	4.5
32	01950401722	Nischay Nagpal	Planet Spark	Business Development Exeutive	4.5
33	01650401722	Devansh Kalra	Mtalkz	Financial Operations Specialist	4.3
34	00550401722	KRITIKA	Volume9	Management Trainee	4.3
35	07514001722	Diya Jain	Volume9	Management Trainee	4.3
36	00414001722	Harshal Sethi	Volume9	Management Trainee	4.3
37	08050401722	Srishti Jain	Volume9	Management Trainee	4.3
38	01214001722	Tarun tejpal Singh	Volume9	Management Trainee	4.3
39	00714001722	AARUSHI SINGH	Academor	Business Development Associate	4.2
40	02214001722	PRACHI	Academor	Business Development Associate	4.2
41	03450401722	Shreya jain	MyOperator	Business Development Manager	4.2
42	02714001722	Vatsal Jain	Pikaso Entertainment	HR Executive	4.1
43	03314001722	Bhavya Arora	Pikaso Entertainment	HR Executive	4.1





BBD 5

KPMG Global Services Private Limited

Building No. 10
6th Floor, Tower C
DLF Cyber City, Phase II
Gurugram 122 002, Haryana
Telephone +91 124 612 8500

06 June 2025

Vidhi Bhardwaj

**H.No-101/2 Floor, Pocket-10, Sector-24, Rohini, ,
Delhi-110085**

Dear Vidhi,

On behalf of **KPMG Global Services Private Limited** (the 'Company'/ 'Firm'/ 'Employer'), I am pleased to offer you the position of **Analyst in Capability Hubs** with the Company. You will be reporting to or such other person as authorized by the Company.

Your employment shall commence with effect from **23 June 2025** and terminate on **26 June 2026** unless extended for a period that the Company deems fit in its sole discretion. In the event you fail to join latest by **23 June 2025**, this employment agreement ('Agreement') shall stand terminated.

Provisional Offer

The offer is conditional upon you being eligible to work in India. It will be your responsibility to ensure that you continue to be eligible to work in India during the course of your employment.

The offer also is subject to your completion of, to the Company's satisfaction, comprehensive background screening procedures, including without limitation, education, employment, residence, identity and other verifications; criminal records and civil database checks; and various compliance authority checks. You agree to provide to the Company and/ or other entities part of the KPMG network, their Client or the Company's representatives and/or any background screening service provider of the Company all information necessary to conduct such background screening procedures within 14 calendar days, and hereby represents and warrants that such information provided is and will be accurate and complete. In the event that you don't submit all the required information and documents necessary for background screening within 14 calendar days from the date of this letter, this offer will be deemed null and void. You further consent to the collection, storage and independent verification of the

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CIN U74110KA2003PTC031646

Praveen





information provided to the Company and/or any background screening service provider of the Company by the Employee for such employment purposes in terms of Clause 12 of this Agreement.

In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you, the same shall constitute breach of discipline and your services will be liable to be terminated with immediate effect without notice and with no liability to make any further payment to you.

The terms and conditions of your employment with the Company shall be as follows:

1. Your General Duties

- 1.1. Your immediate Performance Manager will communicate the details of your role and work responsibilities in the initial weeks of joining the Company. During your employment, the Company may require you to work on any project that you are assigned to, or any technical platforms/ skills and nature of the project, in differentiated work timings, at designated workspace and location as may be decided by the Company.
- 1.2. In addition to the roles and work responsibilities, you hereby undertake to, at all times:
 - a. Comply with Independence and Risk Policies applicable to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. The Company's independence and risk policies apply to personnel in all functions irrespective of the entity to which you belong to. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Clause 11 below. Please refer to Annexure 3 for further details.
 - b. Comply with Prevention of Insider Trading policy- you shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.





- c. Comply with the Company's policies at all times and to abide by the provisions of the policies as amended from time to time. Any non-compliance or breach will be subject to disciplinary action pursuant to Clause 11 below. The terms of the Company's policies shall form part and parcel of this Agreement.
- d. Comply with Social Media Policy: You shall ensure compliance with the Social Media policy of the Company as amended from time to time. Additionally, it is important that you use only the correct legal name of the entity with which you are employed on all the social media platforms. Any non-compliance of the Social Media policy of the Company, including any direct or indirect reference to an entity name, other than the name of your employer at the relevant time, shall be construed as a misconduct in terms of the Company's policies and shall be subject to the Company's disciplinary process.
- e. Disclosure and Personal Conflicts: In addition to your obligations under the Company's policies, you shall ensure that there is no personal conflict in performance of your duties, and you shall promptly notify the Company in case you perceive any personal conflict while discharging any of your duties. Further, you shall ensure that you comply with all Company's policies at all times in this regard. 'Personal Conflict' shall mean where an employee has a personal connection with the client/target/sub-contractor/vendor/supplier, etc., which may interfere, or may be perceived to interfere, with their ability to remain objective/independent, or where they are personally in possession or have access to confidential information relating to any party or transaction and which can be used to gain any undue advantage or benefit in respect of which the employee is involved or likely to be involved for provision of services. Any non-compliance of this clause shall be construed as a misconduct and shall be subject to the Company's disciplinary process.

2. Compensation

- 2.1. Your Basic Salary Shall be **INR 530000/- (Rupees Five Lakh Thirty Thousand)** per annum, payable on a monthly basis, in arrears.
- 2.2. In addition to the basic salary mentioned above, you shall be entitled to certain additional allowances and benefits which are further listed in Annexure 1 and 2 below





intended to survive termination, rescission or expiration of this Agreement shall so survive, unless otherwise indicated in this Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **10-06-2025**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours Sincerely,

for KPMG Global Services Private Limited

Indrani Ghoshal

Indrani Ghoshal
(Authorized Signatory)

I am pleased to accept the offer contained above.

Vidhi Bhardwaj
(Candidate's Name)

Vidhi



ANNEXURE-1

INDICATIVE COMPENSATION PLAN

Vidhi Bhardwaj

06 June 2025

Analyst

Gurugram

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	22083	265000
Flexible Compensation (b)*	18108	217300
Employer Contribution to Provident Fund (c)	2650	31800
Cost to Company (a+b+c)	42841	530000

*Flexible Compensation will include minimum 10% of Basic Salary as HRA

- The above is an indicative break-up of the components
- Employee contribution to Provident Fund will be deducted as per the Employee's Provident Fund & Miscellaneous Provisions Act, 1952, subject to your entitlement and the policy of the Company in that regard.
- Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund.
- Gratuity will be governed by the Payment of Gratuity Act.
- Gratuity and Insurance Premium do not feature in the payslip.
- Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.
- Flexible compensation needs be allocated every year basis the components published by the Company.





- Any statutory deduction shall be made as per applicable laws.

OTHER BENEFITS

Group Medical Insurance: Your family and you are covered to the extent of	INR 600000
Group Personal Accident Insurance: You are covered to the extent of	INR 6000000
Group Term Life Insurance: You are insured to the extent of	INR 2000000
Group Term Life in Lieu of EDLI Policy:	Covered

On your joining the Company you may refer to the Company's policies for further details on the benefits that are available to you.

Kindly refer to Annexure 2 for a breakup of Flexible components you can choose from.



May 21, 2025

Ms. Tanya Gupta

Mobile No: 9891363133

E-Mail ID: tanyatashu07@gmail.com

Sub.: Employment Offer Letter

Dear Ms. Tanya,

In pursuance of your application followed by your interview, we are pleased to offer you the position of "Associate" with our client **The Boston Consulting Group** on the mutually agreed terms and conditions. You are requested to join the services of **The Boston Consulting Group from 23-Jun-25 to 22-Jun-26 at Gurugram.**

The Annual CTC shall be INR 5,51,484/- The Salary structure is attached herewith as **Annexure-A.**

Please bring the following documents on the day of joining:

- Educational Certificates – Original and Photocopies
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card and original for verification
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card and original for verification
- Pan-Aadhaar Linkage: Mandatory (Please share the receipt/screen shot of linkage)
** (In case Pan and Aadhaar is not linked then please be apprised there would be 20% tax implications.)
- ** Proof of Nationality (Ration Card, Voter ID card, Passport, Domicile Certificate, School Leaving Certificate, Birth certificate, Certificate of naturalization for citizenship issued by central government or/Registration issued by the Government of India (for citizenship by registration)

This letter of offer is issued to you on the presumption that the particulars furnished by you in your application are correct.

Please reply with your acceptance of the offer within 48 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 48 hours.

With the receipt of the offer letter and sharing of your personal information, you hereby provide consent to PERSOLKELLY India Private Limited for the collection, use and disclosure of personal data by the employer and its affiliates, in accordance with the Company Policy.

Note: Your employment confirmation with us is subject to BGV clearance and if your Background check is negative, this offer will stand nullified with immediate effect.

In case of any queries, feel free to contact the undersigned. Best

Wishes. Best Wishes,

For s on behalf of PERSOLKELLY India Pvt Ltd.



Devika Yadav

Authorized Signatory
Country Leader - Staffing Solutions (NON-IT)



PERSOLKELLY India Pvt. Ltd.
Unitech Cyber Park, Unit No 1202-1204,
Tower-C, 12th Floor, Sector-39,
Gurugram- 122002 India
T +91 124 472 6666
F +91 124 472 6699
CIN : U74910KA2001PTCO29517

Registered Office:
Sriram Samanthu Chambers, #3287,
12th Main, HAL 2nd Stage,
Indiranagar, Bengaluru - 560038
T +91 80 6708 1800

persolkelly.co.in

ANNEXURE-A

Your DOJ will be **23-Jun-25** for the contract period mentioned above.

PARTICULARS	Monthly	Annual
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Personnel Allowance	9674	116088
Gross Earning	42674	512088
Provident Fund	2640	31680
Labor Welfare Fund	34	408
Gross Deduction	2674	32088
Net Pay	40000	480000
Company Contribution PF	2825	33900
Company Contribution Labor Welfare Fund	68	816
Insurance	390	4680
Gross	3283	39396
Cost to Company	45957	551484

*PT And LWF deduction would be applicable as per Statutory Norms of the State

* Income tax deductions, if applicable, will be as per the Income Tax Act, 1961



OL No: AM18980

Date :27-December-2024

Dear Aarushi Singh,

Our hiring team was excited to get to know you during the interview call. It is our pleasure to offer you a position as a **Business Development Associate**. You will be reporting to the office on **16-January-2025**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

Below are the details of your employment with ACADEMOR:

Date of Joining : 16-January-2025

Your annual package will be 4.2 LPA including all allowances with Food and Accomodation.

I have read and understood the terms and conditions, and accepted this offer as set forth above with ACADEMOR, and I will report on **16-January-2025**.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



hr@academor.com



HSR Layout, Bangalore



www.academor.com



8310186079

Employment Policy

- Acceptance of this offer indicates that you agree to perform the given responsibilities with due care and diligence, and in compliance with management norms.
- Your acceptance of this offer also demonstrates your enthusiasm to work a 9-hour shift from 11 AM to 8 PM (including breaks). You will be entitled to one day off per week. Depending on circumstances, we may ask you to stay a little longer after your scheduled logout time.
- If you wish to discontinue for personal reasons, you must follow the company's resignation procedures.
- The resignation procedure includes a one-month notice period. If you are unable to serve this notice period, you will be required to pay compensation equal to one month's stipend, and you can then be relieved from the company.
- All your information will be kept safe and confidential by Academor. Similarly, all information acquired during the course of your employment shall remain confidential, and you shall refrain from using it for personal purposes or disclosing it to any third party.
- Upon the conclusion of your employment, you will immediately return all company property, equipment, and documents, including electronically stored information.
- You will need to cooperate with and follow all policies and practices of Academor for both your development and that of Academor.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



hr@academor.com



HSR Layout, Bangalore



www.academor.com



8310186079

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	One original certificate (10th/12th or Degree Consolidated) for employment documentation
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS.
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document, either an educational certificate/mark sheet (10th or 12th) or a government-issued ID card (Driving License/PAN Card), for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



hr@academor.com



HSR Layout, Bangalore



www.academor.com



8310186079



HIKE EDUCATION PVT. LTD.

EMPOWERING PROFESSIONALS

Gurugram || Jaipur || Hyderabad || Mumbai

Selection Letter

Dear **Tanish Kanwar**,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to offer you the **Sales Associate** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting salary annexure is attached to this letter. Kindly be assured that the other details like the Date Of Joining & Location will be shared with you in the Letter Of Intent.

Feel free to reach out to us either at **hr@hikeedu.in** or **cr@hikeedu.in** for any queries/suggestions or feedback.

NOTE: Your Date of Joining will depend upon your release date from the university/college.

Thanks & Regards,
Human Resource Department
Hike Education Private Limited





HIKE EDUCATION PVT. LTD.

EMPOWERING PROFESSIONALS

Gurugram || Jaipur || Hyderabad || Mumbai

Training Module (Work From Home Structure)

Training Program Phase 1	4 Days Training Program			
	Day 1	Day 2	Day 3	Day 4
	Work From Home	Work From Home	Work From Home	Work From Home
Paid Mode	Unpaid	Unpaid	Unpaid	Unpaid
Joined Program (1 Month)	Phase 2			
	Salary	UG	Btech	MBA
		Flat 15K	Flat 15K	Flat 15K
Confirmed Stage (Permanent Employee)	From the 2nd Month you will get same salary structure as per the selection letter.			

Kindly find a detailed document explaining the complete training module click [HERE!](#)

Post-Training Confirmation

You will be on probation for 30 days during which your performance will be reviewed and if found suitable, you will be confirmed in your current position. Monday to Saturday will be your working days.

Permanent Role: Upon successful completion of the 1-month training program (WFO) and fulfillment of the required criteria, the trainee will be expected to report to the office and will be offered a permanent position. However, if the necessary criteria are not met during the training, the trainee will not be transitioned into a permanent role.

Thanks & Regards,
Human Resource Department
Hike Education Private Limited





HIKE EDUCATION PVT. LTD.

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Annexure 1 Tanish Kanwar

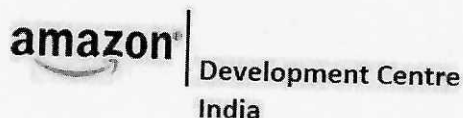
PARTICULARS	CONFIRMED
EARNINGS (A)	Amount (INR)
BASIC	₹ 12,000
HRA	₹ 6,000
MEDICAL ALLOWANCE	₹ 1,500
TRANSPORT ALLOWANCE	₹ 1,200
MEAL ALLOWANCE	₹ 1,500
DEARNESS ALLOWANCE	₹ 3,000
SPECIAL ALLOWANCE	₹ 1,800
SUB TOTAL(A) - NET HOME INTAKE	₹ 27,000
VARIABLE EARNINGS (B)	Amount (INR)
OUTDOOR MEETING ALLOWANCE (₹150/- per day * 30 days) (Payable only for the days of outdoor meetings)	₹ 4,500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of percentage of achievement as per internal incentive policies)	₹ 17,000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance and the Internal Policy)	₹ 1,500
Sub Total (B) - Variable Earnings Total	₹ 23,000
Cost to the Company Monthly : Sub Total (A) + Sub Total (B)	₹ 50,000
COST TO THE COMPANY (ANNUAL)	₹ 6,00,000

Thanks & Regards,
Human Resource Department
Hike Education Private Limited

Tanish Kanwar



BBN 19



OFFER CUM APPOINTMENT LETTER

Dear Anandi,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Virtual Customer Service Associate** for Virtual Contact Center(DEL,IN), India.

You shall work from your home location approved by Amazon India and the current specified areas for home locations for each VCS location is laid down in Annexure I to this Offer cum Appointment Letter. The VCS Work from Home policy also explains the areas of home location for each VCS location. The Company reserves the right to change such home locations/VCS locations from time to time and you shall abide by the same. Any request for change in your Home Location will be subject to the approval of Amazon India and on such terms and conditions as may be specified.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

4. Hours of Work

The normal business hours of work which will apply to you will be advised on commencement of employment. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and thereafter, from time to time, as required. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members. Please refer to Amazon's Policies and Procedures for further details.

By signing this offer cum appointment letter, you agree to work in night shifts as may be required by Amazon India from time to time and also authorize Amazon India to make relevant disclosures/filings in this regard to the Government authorities, if required under the applicable law. Please refer to Amazon's Policies and Procedures for further details.

5. Place of Work

Unless considered necessary by Amazon India, you shall work from your home location in Virtual Contact Center(DEL,IN) or such other home address as Amazon India may approve from time to time ("**Home Location**") and shall match the residential "home address" as updated by you on Amazon India systems. Amazon India's approval is necessary to ensure that the data and information security requirements applicable to your employment are being complied with at all times. The provisions of the VCS Work from Home Policy will be applicable while you will be working from such an approved Home Location. You may be required to travel and / or work at other locations, including Amazon India office premises / Amazon India directed office premises of a customer or client or at an affiliate's facilities based on business requirements. You can change your Home Location, however, in such a case you would also be required to inform Amazon India whenever there is a change in the address aforementioned and Amazon India reserves the right to either accept on terms and conditions as may be specified or reject such a change to ensure that data and information security requirements are being complied with and to this effect, Amazon India may require you to demonstrate your compliance with such requirements, the VCS Work from Home Policy or any other stipulations hereunder. It is clarified that while you can choose to work from the Home Location identified by you, Amazon India and/ or its affiliates shall not have any right or control over your Home Location, however, subject to prior intimation, Amazon India can conduct audit and/ or inspection of your Home Location or the usage thereof for the purposes of your employment, to ensure that such Home

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

8. Leave

- 8.1 Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.
- 8.2 You are encouraged to not avail leave during the Training Period. Any absence from work during the Training Period will hinder training and may render the training as not having been successfully completed.

9. Confidential Information and Confidentiality Obligations

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

5



List of students placement for BA(Eco)(Hons.) Program for AS 2024-25

S. No	Enrollment No	Name of the student	Placed in	Profile	Package
1	01414021622	Madhav Sharan Jaiswal	SNVA Ventures	Global Inside Sales Executive	8.5
2	01514021622	Romit Dhingra	Movidu	BusinessDevelopment Intern	7
3	01714021622	Hittika Dhall	Infollion Research	Associate- Expert Engagement	6
4	02014021622	Ishan Rawat	Infollion Research	Associate- Expert Engagement	6
5	01614021622	Manya Dhingra	Bajaj Allianz Life	HR Support	5.5
6	03014021622	Raksha Jain	Kadence International	Executive- Project Management	4.8
7	03714021622	Kanak Garg	Kadence International	Executive- Project Management	4.8
8	02814021622	Astha Jain	Oodles Technologies	HR Recruiter	4.8
9	03114021622	Neha Kumari	Oodles Technologies	HR Recruiter	4.8
10	00414021622	Riya Mishra	Amazon	Virtual Customer Service Associate	4.6
11	02314021622	Vanshika Jain	Ebullient Securities	Equity Dealer	4.5
12	70214021622	Drishty Adlakha	Ebullient Securities	Equity Dealer	4.5
13	35214021622	Rakshith Bhatia	Planet Spark	Business Development Exeutive	4.5
14	00714021622	Mahek Preet Singh	Planet Spark	Business Development Exeutive	4.5
15	70414021622	Jagrit Sharma	Planet Spark	Business Development Exeutive	4.5
16	35114021622	Mishti Jain	Planet Spark	Business Development Exeutive	4.5
17	02514021622	Anubhav Garg	Planet Spark	Business Development Exeutive	4.5
18	03614021622	Vaibhav Nautiyal	Planet Spark	Business Development Exeutive	4.5
19	02914021622	Palak Navlani	Astrotalk	Operation Executive	4.4
20	01314021622	Shiuli Basak	Academor	Business Development Associate	4.2



Jagan Institute of Management Studies jims

NAAC A++ Grade & NBA Accredited MCA Program
3, Institutional Area, Sector-5, Rohini, Delhi-110085

21	02614021622	Kanak Garg	Academor	Business Development Associate	4.2
22	70314021622	Ritwik Mehta	Academor	Business Development Associate	4.2
23	00314021622	Manasvi Tinna	Xceedance	Analyst Underwriting	4.3
24	00614021622	Eva Mittal	Xceedance	Analyst Underwriting	4.3
25	02114021622	Harshita Gaurgee	Xceedance	Analyst Underwriting	4.3
26	03614021622	Vaibhav Nautiyal	Casita	Sales Associate	4.2
27	02414021622	Sneha Bansal	Casita	Sales Associate	4.2
28	03214021622	Siddharth Tyagi	Casita	Sales Associate	4.2
29	00814021622	Sarthak Malhotra	Casita	Sales Associate	4.2
30	00914021622	Somya Rawat	GoSharpener	Business Development Trainee	4.04



OFFER CUM APPOINTMENT LETTER

Dear Riya,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "**Company**" or "**Amazon India**"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Virtual Customer Service Associate** for Virtual Contact Center(DEL,IN), India.

You shall work from your home location approved by Amazon India and the current specified areas for home locations for each VCS location is laid down in Annexure I to this Offer cum Appointment Letter. The VCS Work from Home policy also explains the areas of home location for each VCS location. The Company reserves the right to change such home locations/VCS locations from time to time and you shall abide by the same. Any request for change in your Home Location will be subject to the approval of Amazon India and on such terms and conditions as may be specified.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



Location or its usage is in compliance with the applicable Amazon India policy requirements and standards, to the extent applicable thereto. Amazon India and/ or its affiliates shall also not supply or receive or be deemed to supply and/or receive any goods and/ or service from or at your Home Location. Your employment with Amazon India shall be linked to Amazon India's office located at Unit No 1401 to 1421, 14th Floor Block E, ITT Delhi DL IND 110019 for administrative and reporting purposes and shall be subject to your adherence with the provisions of **VCS Work from Home Policy**.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, or assign you with work and tasks pertaining to other units of the Company its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

- 6.1 Your Annual Base Pay will be Rs. 4,60,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 6.2 Your Base Salary is inclusive of both, the employer's and employee's provident fund contributions. Your salary will compensate you for all hours worked.
- 6.3 Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures.
- 6.4 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies or your failure to return Amazon India's property.
- 6.5 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.



Date: 19/12/2024

Astha Jain

Offer Letter

With reference to the rounds of Interview you have had with us, we are pleased to offer you the position of "HR Recruiter" at our Corporate Office Gurgaon, we trust that your knowledge, skills and experience will be among our most valuable assets.

Your Emoluments will be INR **4,80,000/-** CTC per annum. As discussed, you're joining us on "**4th January, 2025**". You are requested to bring the following documents at the time of your joining.

- **Original + Photocopy of Marksheets** (10th + 12th + Graduation + Post Graduation).
- **Original + Photocopy of Passing Certificates** (10th + 12th + Graduation + Post Graduation).
- Photocopy of last salary slip (last 3 months) if applicable.
- Relieving letter.
- PAN Card copy.
- Passport copy/ Proof of ID/ Proof of residence.
- Proof of birth (birth certificate/ Xth certificate).
- 2 passport size photographs.

The organization reserves the right to conduct a Background/Education/Previous Employment/Police Verification check. In case there is any negative report against you which may be detrimental to the interest of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith on the grounds of "Misrepresentation of Facts".

As a token of your acceptance of this offer you are requested to revert to this email stating that you are agreed to join on the Date specified above. No response to the email within 3 days shall be interpreted as rejection of the offer letter and would thus automatically stand cancelled.

You shall be required to report for On-boarding/ Joining Formalities latest by 10:00 AM on the mutually agreed upon date and location.

Congratulations and best wishes,

For Oodles Technologies Pvt Ltd.



Authorized Signatory:
HR Department

I hereby accept the offer

Signature
Name: _____

DG-18-009, Tower B, Emaar Digital Greens, Sector- 61, Gurugram, Haryana 122011 IN
T: +91-124-4368395, info@oodlestechnologies.com, www.oodlestechnologies.com



Annexure

Name: Astha Jain

Date: 19th December 2024

Particulars	Monthly	Annually
Basic (Fixed)	28,000	3,36,000
HRA	3,500	42,000
Medical Allowances	2,000	24,000
Conveyance Allowance	2,000	24,000
Project Allowances	1,200	14,400
CTC	40,000	4,80,000

PF and TDS will be deducted from the CTC as per Govt. rule.



Authorized Signatory:
HR Department

Signature
Name: _____

DG-18-009, Tower B, Emaar Digital Greens, Sector- 61, Gurugram, Haryana 122011 IN

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