

Date: 23rd November 2021

Name of Candidate: **Mr. N Bhanu Vishal**

Subject: Offer Letter

Dear **Mr. N Bhanu Vishal**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Hyderabad** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **16th December 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**




Authorized Signatory

I **accept** the above offer of employment

Signature:




Name of candidate: **Mr. N Bhanu Vishal**


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Mohli,
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Date: 21st October 2021

Name of Candidate: **Ms. Anjali Singh**

Subject: Offer Letter

Dear **Ms. Anjali Singh**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Dubai/Qatar/Abu Dhabi** Office of PropertyPistol Realty Pvt. Ltd. subject to successful completion of domestic induction.

Domestic induction program will be conducted in **Bangalore** for 7 days where you will be required to report to branch office of PropertyPistol Realty Pvt. Ltd.

During domestic induction program, the applicable salary shall be as mentioned in Annexure "A" (Domestic Salary).

Upon successful completion of program, you shall be transferred in Dubai/Qatar/Abu Dhabi subject to successful Visa application. In Dubai/Qatar/Abu Dhabi, the salary shall be as per Annexure "B" applicable.

In case your domestic induction program is not in your hometown then company shall bear your shared accommodation & food expenses on actual subject to a limit of Rs.1000/ day.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit / department / associate concern of the company in any other location as it may consider necessary 'in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve a notice period of 7 days.

Your tentative Date of Joining would be **22nd November 2021**, subject to completion of both the doses of vaccine

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:



Name of candidate: **Ms. Anjali Singh**


Principal
International Institute of Business Studies
75, Muthugadahalli, Jala Hobli,
Bangalore North - 562 157.

Annexure A


	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

Annexure B

Salary Break Up (AED)

	Per Month	Annually
Basic	1890	22680
HRA	756	9072
Others	1554	18648
Gross Salary	4200	50400

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.


 Principal
 International Institute of Business Studies
 # 75 Muthugadahalli Jala Hobli,
 Bangalore North - 562 157.

oppo

HOHR/2022/1554

24th November, 2022

To,
Mr. Kabir Cosme Gonsalves
Flat No 1, 4th Floor, Sapana Plaza,
A D Costa Road, Behind Grace Church,
Margao, Salcete, South Goa-403601

OFFER LETTER

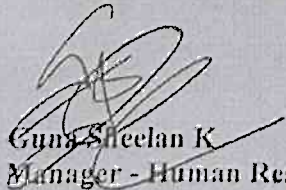
Dear Mr. Kabir Cosme Gonsalves


With reference to your application for OMT-Program in our company and subsequent interview, we are pleased to offer you the position of Management Trainee at Skynet Electronic Pvt. Ltd - Head Office Bangalore with a start date of 25th November, 2022. You will be having a Probation Period of 9 to 12 Months (Based on your Training Period). And your absorption will be based upon your satisfactory performance inside the probation window. Your starting Annual CTC is Rs.4,03,008/- (Rupees Four Lakh Three Thousand and Eight Rupees). You will receive a variable pay out of Rs.72,000/- (Rupees Seventy-Two Thousand) based on your performance rating.

As a formality we would request that you sign this offer letter below as your acceptance of this offer.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,
For Skynet Electronic Pvt.Ltd.


Gunj Sheelan K
Manager - Human Resources


Principal
International Institute of Business Studies
75 - Muthugodahalli - Jais Mohli,
Bangalore North - 562 157.


Skynet Electronic Private Limited :
Registered office : No 28, Centenary Building, 3rd, 4th & 5th Floor, "West Wing", MG Road, Craig Park layout,
Ashok Nagar, Bangalore, Karnataka - 560001. CIN No : U51909KA2015PTC085050. Ph : 080-40632222


oppo

Name : Kabir Cosme Gonsalves
Designation: Management Trainee
DOJ : 25th November, 2022

Salary Structure		
Particulars	Monthly (Rs)	Annually (Rs)
Fixed Components (A)		
Basic Salary	16,720	2,00,640
HRA	8,150	97,800
Medical Allowance	1,250	15,000
Leave Travel Allowance	3,260	39,120
Conveyance Allowance	1,600	19,200
Gross Salary	30,980	3,71,760
Statutory Benefits (B)		
PF Contribution by Employer	1,800	21,600
ESIC	0	0
Gratuity	804	9,648
Total Statutory Benefits	2,604	31,248
Variable Pay (C)		
KPI	6,000	72,000
Total CTC (A+B+C)	39,584	4,75,008

You're sincerely
For Skynet Electronic Pvt.Ltd.


Gunta Sheelan K
Manager - Human Resources


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Signature and acceptance of the candidate.....

Skynet Electronic Private Limited ;
Registered office : No 28, Centenary Building, 3rd, 4th & 5th Floor, "West Wing", MG Road, Craig Park layout,
Ashok Nagar, Bangalore, Karnataka - 560001. CIN No : U51909KA2015PTC085050. Ph : 080-40632222

Date: 29th October 2021

Name of Candidate: **Mr. Rishav Ghosh**

Subject: Offer Letter

Dear **Mr. Rishav Ghosh**,

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **11th November 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:




Name of candidate: **Mr. Rishav Ghosh**


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- *Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.*
- **There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.*


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Mohli,
Bangalore North - 562 157.

Apr 29, 2022

Candidate Name: Ms.Nethravathi R

Candidate Address: #162 1 st Main 1 st Cross Hebbal Guddahalli, RT Nagar Post, Bangalore 560032

Dear Nethravathi R,

With reference to the interview you had with us, we are pleased to offer you a position of **"Management Trainee"** at Grade **G6 A** as per the terms & conditions already discussed with you.

Your annual compensation is **Rs.318000 (Three Lakhs Eighteen Thousand Only)** and will be subject to other deductions as per company policies and practices, Annexure Attached.

A formal appointment letter with all the terms & conditions will be issued to you at the time of your joining. We request you to bring following documents at the time of reporting to duty. Royaloak reserves the right to withdraw this offer in event of an adverse finding during the reference check pertaining to the disclosure in your resume.

- Duly filled Employment Application Form.
- Passport size photographs with white background (5 nos.)
- Original certificates / testimonials for verification & return.
- Relieving letter from the immediate past employer (Not applicable for fresher).
- Latest pay slips (Not applicable for fresher).
- PAN Card copy.
- Photo ID proof and address proof (Election Card / Driving License / Aadhar Card / Passport)

In case any of the above documents are already submitted, please ignore the same and submit the remaining documents while joining.

Your joining date will be on **April 30, 2022** at **Banaswadi**.

It may be noted that if you do not report for duty as discussed, it will be deemed that you are not interested in our offer and will stand automatically withdrawn with effect from the said date. **Kindly confirm the acceptance of this offer by acknowledging the same as a token of acceptance of this offer letter.**

For, **ROYALOAK INCORPORATION PVT. LTD.**

Vidya

Vidya Bhushan Dewangan
Head - Human Resources

F. Jany
Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Registered Address
#5,RajSquare,4thFloor (unit2),OuterRingRoad
Banaswadi,Bangalore-560043.
T-080-42734500
info@royaloakindia.com
www.royaloakindia.com

Name:	Nethravathi R	Date of Joining:	April 30, 2022
Location:	Banaswadi	Designation:	Management Trainee
Unit:	Retail Management System	Grade:	G6 A

ANNEXURE -A

	Salary Components	Per Month	Per Annum
Compensation	Basic	8500	102000
	House Rent Allowance	3400	40800
	Conveyance Allowance	1600	19200
	Medical Allowance	1250	15000
	Statutory Bonus	583	6996
	Special Allowance	3050	36600
	Gross Salary (A)	18383	220596
Deductions	Employee Contribution - PF	1020	12240
	Employee Contribution - ESIC	138	1654
	Professional Tax	200	2400
	Total Deduction (B)	1358	16294
Fixed Benefits	Employer Contribution - PF	1020	12240
	Employer Contribution - ESIC	597	7169
	Total Fixed (C)	1617	19409
	Cost to Company (A + C)	20000	240005
	Monthly Net Pay (A- B) before Income Tax (If any)	17025	204302
	Performance Incentive (D)	6500	78000
	Total Cost To Company (A+C+D)	26,500.00	318,000.00

Note:

- 1) Gratuity is payable as per the provisions of Payment of Gratuity Act,1972
- 2) Incentive is subject to target v/s achievement based on Organizational Policy and Process

For, ROYALOAK INCORPORATION PVT. LTD.

Vidya

Vidya Bhushan Dewangan
Head – Human Resources

F. Jany
Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Registered Address
#5,RajSquare,4thFloor (unit2),OuterRingRoad
Banaswadi,Bangalore-560043.
T-080-42734500
info@royaloakindia.com
www.royaloakindia.com



Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Dec 15, 2021

Ms. Moganti Jahnvi
D.no 3-659/1c , Guest house street, Ayyappa Swamy Temple Opposite street, Tadepalli Mandal, Guntur, 522501
India

Subject: Offer of Employment

Dear Moganti:

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst - AERS** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 10, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 358,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 10, 2022**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Moganti, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited

Best regards,

DocuSigned by:
Chandra Shekar Hegganur Shivaramu
3C85833E105C455...
Signature

By:

F. Jany
Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Authorized Signatory


Acceptance

I, **Moganti** , hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

M. Jany
Signature

DEC/15/21
Date

Annexure A

Ms. Moganti Jahnavi


Analyst - AERS

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	10,450	125,400
House Rent Allowance (HRA)	5,225	62,700
Special Allowance ^{1a & 1b}	5,700	68,400
Leave Travel Allowance ²	1,045	12,540
Differential Allowance	3,414	40,968
Meal Card ³	2,200	26,400
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	29,834	358,008
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

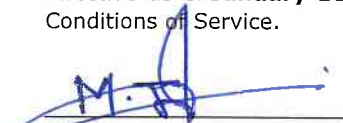

Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e.


<https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **January 10, 2022**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.


Signature

Moganti Jahnavi

Name


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Date: February 11, 2022

Kakara Dheeraj Kumar
D NO 4 55, Prasanna Nilayam,
Kammireddy Palem, Kothapeta
- 533223, Andhra Pradesh,
India

Subject: Offer Cum Appointment Letter

Dear Dheeraj Kumar,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Financial Planning Mgr -DSC

Department: Direct Sales - DSC

Organizational Band / Grade: J2

Location: Bangalore - M.G. Road

Date of Joining: Within 15 days of February 14, 2022

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be **3,10,000** per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:
 - a. The Provident Fund Scheme and other retirement schemes, if any. The statutory Provident Fund (PF) contribution by the Company and your contributions (or deductions from your payroll) would follow the prevailing PF rules at the time.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.


CIN: L26100MH2005PLC000045

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.



- b. Medical Hospitalisation Scheme, as applicable
 - c. Group Term Insurance plan, as applicable
 - d. Gratuity: You will be entitled to gratuity as per 'Payment of Gratuity Act, 1972'.
 - e. Employees State Insurance Corporation: You will be entitled to the benefits under Employees State Insurance Corporation Act, 1948 depending on your eligibility.
4. The Company in line with its business requirement or based on your performance as applicable to you from time to time reserves the right in its sole discretion to effect change in the compensation structure or its components.
5. All matters pertaining to compensation on your joining or thereafter is to be maintained under strict confidentiality and not shared with any third party.

Probation Period

6. You will be on probation for a period of six (6) months from the date of your joining the Company, which may be extended in case it is found necessary by the Company. You will continue to be on probation unless specifically confirmed in writing.

Your confirmation in the Company would be based on your performance, which would be evaluated at the end of 3rd and 6th month from the date of your joining or at the end of extension period. While on probation, your services can be terminated at any time by either party, with notice of 15 days without assigning any reason whatsoever. However, to mitigate organizational risks, if any, the company's decision will be final and binding in this regards.

Transfer

7. Although you are initially appointed at our Bangalore - M.G. Road, the Company may at its discretion transfer your services either temporarily or permanently to any other location or department of the Company or to any of its affiliates, subsidiaries, or any of their branches and you shall comply with all directions and instructions in that behalf. While on your transfer, you will be governed by the rules, regulations and conditions of service as applicable.

Leave

8. You will be eligible for leave as per the rules of the Company applicable from time to time.

Retirement

9. You will automatically retire on attaining the age of 58 years and that no further notice whatsoever to you will be necessary in this regard. The last day of the month when you attain the age of 58 years would be considered as your relieving date.

Conflict of interest

10. Whilst in the employment of the Company, you shall engage yourself exclusively in the work assigned to you by the Company and shall not take up any independent or individual assignments whether on part time or full time basis or in an advisory capacity either directly or indirectly.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.


CIN: L65100MH120001022945

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 01.

www.hdfclife.com


Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.



11. On your joining and during the course of your employment with the Company, you will relinquish all your previous interest, if any, either as a licensed agent or distribution agency of any other form with any other company, institution, firm, individual either in the same line of business or otherwise.
12. You will always maintain utmost confidentiality and shall not either during your engagement with the Company or thereafter, divulge to any person whatsoever any records, documents, formulae, processes, methods ideas or any other information or communication whether written, visual or oral and whether or not marked as confidential, concerning the business and affairs of the Company or any of its dealings, transactions which come to your knowledge during the course of your employment, or use any of the same for your own benefit.
13. Whilst in employment of the Company, you shall at all times whether or not you have any financial interest or otherwise either directly or indirectly, keep the Company disclosed fully of any conflicting business interest of your immediate relatives, if any, associated with the Company either as employee, distribution agent or otherwise.
14. Any invention, improvement, or idea conceived by you in connection with your employment with the Company, shall become the Company's exclusive property. For the purpose of this section / point, the Company shall in addition to (HDFC Life Insurance Company Limited) mean and include any other firm, person or company subsidiary to or affiliated with the Company.
15. Unless specifically authorized by the proper authority within the Company, you will not engage or represent the Company, whether in person or by way of any written document and, in any manner.
16. During the course of your employment you will be required to abide by governing laws, applicable rules and regulations and maintain highest standard of personal conduct and integrity and comply with all policies and procedures of the Company. Any breach, deviation, disobedience of code of conduct / procedures / policies / laws / regulations including but not restricted to any acts of insubordination, negligence, corruption, fraud, forgery, misappropriation and unacceptable behaviour, which bring disrepute to the Company either within or outside the Company premises would warrant stern disciplinary action, including dismissal from services of the Company without notice or wages in lieu of notice.

Notice Period on confirmation

17. This engagement may be terminated by either party by giving to the other, at any time, notice of thirty days in writing. In case of an ongoing internal investigation(s) / proceeding(s) against you, the Company has the right to extend your last working date, till the completion of said investigation(s) / proceeding(s). To mitigate the exigencies of the business and the possible risks, the decision of the Company will be final regarding the relieving date. In case the relieving date decided is short of the notice period, you will be bound to pay the notice period amount calculated on your last drawn salary. In case the Company decides to relieve you early, the Company will bear the notice period amount calculated on your last drawn basic pay. If you fail to report to duty till your last working date (as decided by the Company, except with prior approved leaves), your separation will be treated as per the abandonment clause(s).


Principal
International Institute of Business Studies
75 Muthugadahalli, Jala Hobli,
Bangalore North - 562 157.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

(CIRC LAST PRINTED/REPLACES)

+91 22 6751 6666

1860-267-9999

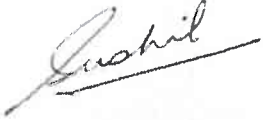
Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 03.

www.hdfclife.com



Regards,


For & on behalf of
HDFC Life Insurance Company Limited



Sushil Chander
Vice President - Human Resources

I agree to and accept all the above terms and conditions.

Candidate Signature



T. Jany
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HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC136345

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10 am to 7 pm (Local Charges Apply)
DO NOT prefix any country code e.g. +91 or 01.

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Annexure-1

Date: February 11, 2022
 Name: Kakara Dheeraj Kumar
 Designation: Financial Planning Mgr -DSC
 Location: Bangalore - M.G. Road
 Band: J2

CTC STRUCTURE		
COMPONENT	Per Annum	Per Month
(I) Fixed Pay		
Basic	75,000	6,250
House Rent Allowance	45,000	3,750
Other Allowance	24,829	2,069
Tablet Allowance	12,000	1,000
Bonus	24,000	2,000
Monthly Gross	180,829	15069
(II) Retirals & Other Benefits		
Provident Fund	13,419	
Gratuity	3,625	
Flexi Pay	37,850	
(III) Valued Benefits		
ESIC	5,877	
Group Insurance Benefit	8,400	
Fixed Cost to Company	250,000	
City Based Performance Bonus	60,000	
Total Cost to Company	310,000	

FLEXI ANNEXURE		
COMPONENT	Per Annum	Per Month
FLEXI		
LTA (Leave Travel Allowance)	6,250	521
Fuel and driver	21,600	1,800
Children Education Allowance	2,400	200
Mobile Handset Allowance	10,000	833
NPS(National Pension Scheme)	7,500	625

Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy.
 You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: E65119MH0006PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
 DO NOT prefix any country code e.g. +51 or 01.

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 International Institute of Business Studies
 # 75 Muthugodahalli Jala Hobli,
 Bangalore North - 562 157.



Annexure-2

Undertaking

Date: February 11, 2022
Name: Kakara Dheeraj Kumar
Designation: Financial Planning Mgr -DSC
Location: Bangalore - M.G. Road
Band: J2

I, Kakara Dheeraj Kumar , the undersigned hereby undertake to buy the prescribed electronic tablet - Samsung Galaxy Tab Iris Model No. SM-T116IR within 30 days of joining, or on receipt of first month salary, whichever is earlier.

I understand and acknowledge that failure to comply with this undertaking may result in appropriate disciplinary actions being taken against me by the Company, including but not limited to loss of pay.

Name: Kakara Dheeraj Kumar

Date:

Candidate Signature


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HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110M12000740128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 11am to 7 pm (Local Charge apply)
DO NOT prefix any country code e.g. +91 or 03.

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Date: 19th October 2022

Name of Candidate: **Mr. Balaji Krishna Kr**

Subject: Offer Letter

Dear **Mr. Balaji Krishna Kr,**

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Chennai** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

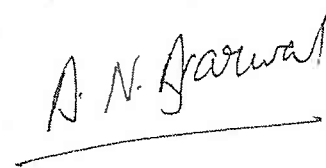
Your proposed date of Joining is **02th November 2022.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**


Authorized Signatory

I accept the above offer of employment

Signature:



Name of candidate: **Mr. Balaji Krishna Kr**


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International Institute of Business Studies
75 Muthugodanahalli, Jala Mohli,
Bangalore North - 562 157.




Annexure I

Earnings	Per Month	Annually
Basic Salary	18300	219600
HRA	7320	87840
Conveyance	800	9600
Others	3580	42960
Gross Salary	30000	360000
Deduction		
P.T.	200	2500
Net Salary	29800	357500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	70000	840000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.


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Bangalore North - 562 157.

Date: 15th October 2021

Name of Candidate: **Mr. Nagarjuna Pujari**

Subject: Offer Letter

Dear **Mr. Nagarjuna Pujari**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Hyderabad Office** of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department/ associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **01st November 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:




Name of candidate: **Mr. Nagarjuna Pujari**

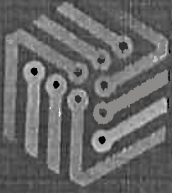

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Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- *Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.*
- **There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.*


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Space Cubix
We help you decide your space

12th January 2022

Ratnesh Agarwal
101 Sri Sai krupa apartment
20th cross Kanakanagar
RT nagar post
Nagenahalli
Bangalore -560032

Dear Ratnesh,

This is in reference to your application and subsequent interview you had with us.

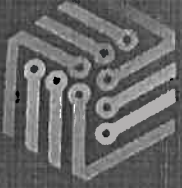
We are pleased to offer you the position of Executive - Sales at Space Cubix Enterprises with a start date of 20th January 2022, contingent upon submission of joining documents. You will be reporting to Managing Partners until further notice, and we believe your skills and experience are a good match for our company.

In this role, you will be required to carry out following job duties and responsibilities:

- Call the Client/s, understand their requirements and pitch necessary project/s.
- Co-ordinate with developer/s team and fix site visit/s based on Client/s convenience.
- Explain Client/s the project/s, pricing etc and add value to their home buying decision.
- Co-ordinate with developer/s & internal team/s to close the booking formalities
- Provide post sales service and co-ordinate with developer/s on initial documentation of allotment letter and agreements.
- Cold calling as prescribed
- You shall serve a period of 3 months on probation. Based on your performance your position will be confirmed.
- Formal attire is mandatory on all working days
- Work timings are 9:30 Am - 6:00 Pm with exception on weekends and on national holidays.
- Any other responsibilities as prescribed

The annual starting salary for this position is INR. 25,000/- to be paid on a monthly basis. In addition to this starting salary, we're offering you 8% as incentives on the net revenue achieved.


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Space Cubix
We help you decide your space

The job duty will require you to work mandatorily on weekends & on national holidays and you will be eligible for compensatory weekly off.

If you are involved any unlawful practices in the industry, you will be terminated immediately without notice period.

Your employment with Space Cubix Enterprises will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason with 7 days of notice period.

You are requested to submit the following documents at the time of joining:

- Copies of all Educational Certificates
- 2 Passport size photograph
- Address proof
- PAN & Aadhar Card
- Experience letter and Salary slip of last company

Please confirm your acceptance of this offer by signing and returning duplicate copy of letter.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,
Adil Singh Chhachhi
Co-Founder & Managing Partner
Space Cubix Enterprises

Signature: Adil Singh Chhachhi

Date: 12/01/2022

T. Jany
Principal
International Institute of Business Studies
75 Muthugadahalli Jala Hobli,
Bangalore North - 562 157.

Date: 30th October 2021

Name of Candidate: **Mr. Lokesh Sharma**

Subject: Offer Letter

Dear **Mr. Lokesh Sharma**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Gurgaon** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **08th November 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

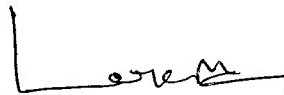
For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I accept the above offer of employment

Signature:




Name of candidate: **Mr. Lokesh Sharma**


Principal
International Institute of Business Studies
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Bangalore North - 562 157.

Annexure A

	Per Month	Annually
Basic Salary	18240	218880
HRA	1824	21888
Others	3936	47232
Gross Salary	24000	288000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	64,000	7,68,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.


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