



K.L.E. Society's  
**G.I. Bagewadi Arts, Science and Commerce College, Nipani-591237**

Accredited at 'A' level by NAAC with CGPA 3.10

(Affiliated to Rani Channamma University, Belagavi, Karnataka, India)

Website: [www.klegibnpn.edu.in](http://www.klegibnpn.edu.in) E-mail: [klegib\\_npn@yahoo.co.in](mailto:klegib_npn@yahoo.co.in) Ph.: 08338-220116

### Placement of UG Students 2023-24

Sl No.	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023-24	Shruti Suresh Mane	BSc	Vedanta Meadows, Jharsuguda	46500
2	2023-24	Asmita Mallu Bodhale	BSc	Vedanta Meadows, Jharsuguda	46500
3	2023-24	Khushbu Mansoor Nadaf	BSc	Vedanta Meadows, Jharsuguda	46500
4	2023-24	Shweta Sanjay Murale	BCom	Cogent Services, Bengaluru	20400
5	2023-24	Shubham Tatyasaheb Kamate	BCom	Cogent Services, Bengaluru	20400
6	2023-24	Swati ShashikantKote	BCom	Cogent Services, Bengaluru	20400
7	2023-24	Nikita Babasab Ghatage	BCom	Cogent Services, Bengaluru	20400
8	2023-24	Priyanka Bhupal Samagonnnavar	BCom	Cogent Services, Bengaluru	189600
9	2023-24	Spoorti Sanjay Kannere	BCom	Tata Consultancy Services, Bengaluru	160920
10	2023-24	Amruta Arun Patil	BA	Tata Consultancy Services, Bengaluru	160920
11	2023-24	Yashashri Kamble	BA	Early Salary, Pune	300000
12	2023-24	Netra Jadhav	BCom	Krazybee Services Pvt Ltd, Bengaluru	312810
13	2023-24	Pranoti Tanajirao Desai	BCom	Krazybee Services Pvt Ltd, Bengaluru	312810
14	2023-24	Ravina Ramesh Patil	BCom	Krazybee Services Pvt Ltd, Bengaluru	312810
15	2023-24	Sushma Nagave	BCom	Krazybee Services Pvt Ltd, Bengaluru	312810
16	2023-24	Dhanashri Kumbar	BCom	Mphasis Ltd, Bengaluru	196160



17	2023-24	Gulnar Nalband	BCom	Taurus BPO Services, Bengaluru	180000
18	2023-24	Karishma Borgave	BCom	Taurus BPO Services, Bengaluru	180000
19	2023-24	Komal Dundappa Kallimani	BCom	Omega Healthcare, Bengaluru	288360

  
**Placement Officer**  
**KLE G.I. Bagewadi College,**  
**NIPANI**

  
**PRINCIPAL**  
**K. L. E. Society's**  
**G. I. Bagewadi College, Nipani.**



Strictly Confidential

Date: 02.11.2023

Shruti Suresh Mane  
Vedanta Meadows  
Jharsuguda

Dear Shruti,

**Congratulations and Welcome to the Vedanta family!**

We are pleased to extend you an Offer of employment ("Offer") with Vedanta Limited ("Company"), for the position of Graduate Trainee in M9 Grade. We are excited at the prospect of your working with us and look forward to your joining us on or before 02<sup>nd</sup> Nov'23 at the following address:-

**Vedanta Limited**  
Vill: Bhurkhamunda, P.O : Kalimandir  
Dist: Jharsuguda, Odisha - 768202

The terms and conditions contained herein ("Terms of Employment") must be read as part of the overall policies of the Company. Your employment with the Company is subject to satisfactory completion of Medical Examination (Annexure B), Background Verification and will be based on the below Terms of Employment:

**1. Salary and Benefits**

Your Total Target Remuneration is INR 4,65,000 /- (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of INR 3,25,000/- (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto INR 1,40,000/- (Rupees One Lac Forty Thousand only). (Refer Annexure A for details).

**2. Training and Probation**

You will be on training for a period of 12 months from the date of joining. The Company may, at its discretion, on the basis of performance evaluation, extend the training by such period, as it may deem appropriate.

Post completion of the training, you will be on probation for a period of 6 (six) months. Your confirmation in the service of the company shall be subject to, amongst others, your performance being satisfactory during the training and the probation period. The Company may, at its discretion, extend the probation by such period, as it may deem appropriate.

At the end of probation period, the company will issue you a formal written confirmation letter.

**3. Responsibilities:**

3.1. You agree that you will perform your duties with due diligence, devotion and permitted discretion. You will perform, observe and conform to such duties, directions and instructions, assigned or communicated to you by the Company or on its behalf from time to time.

3.2. While in the employment of the Company, you shall not (without 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 business entity or other organizations (whether as an owner, employee, officer, director, agent, partner, consultant or otherwise) for any consideration, in cash or in kind or otherwise. 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

**Vedanta Limited**  
Vill : Bhurkhamunda, P.O. : Kalimandir, Dist. : Jharsuguda (Odisha) : 768202

**Registered Office:** Vedanta Limited, 1<sup>st</sup> Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala Andheri (East), Mumbai 400093, Maharashtra, India.  
CIN: L13209MH1965PLC291394



**Placement Officer**  
KLE S.G. Bagewad College  
NIPANI

### Annexure A: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 02.11.2023

Name	Shruti Suresh Mane
Company / Business Unit	Vedanta Limited
Position / Title	Graduate Trainee (M9)
Training Period	12 Months
Probation Period	6 Months
Confirmation	Post 18 months

### Compensation Scheme

#### I. Total Target Remuneration from Date of Joining

Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	₹ 1,30,000	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	₹ 52,000	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 50%/40% of the Basic pay as per location. HRA is an allowance is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	₹ 66,317	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	₹ 26,000	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	₹ 12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.

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CIN: L13209MH1965PLC291394

*[Signature]*  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

*[Signature]*  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

*[Signature]*  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.



Date: 02.11.2023

Strictly Confidential

Asmita Mallu Bodhale  
Vedanta Meadows  
Jharsuguda

Dear Asmita,

Congratulations and Welcome to the Vedanta family!

We are pleased to extend you an Offer of employment ("Offer") with Vedanta Limited ("Company"), for the position of Graduate Trainee in M9 Grade. We are excited at the prospect of your working with us and look forward to your joining us on or before 02<sup>nd</sup> Nov'23 at the following address:-

**Vedanta Limited**  
Vill: Bhurkhamunda, P.O : Kalimandir  
Dist: Jharsuguda, Odisha - 768202

The terms and conditions contained herein ("Terms of Employment") must be read as part of the overall policies of the Company. Your employment with the Company is subject to satisfactory completion of Medical Examination (Annexure B), Background Verification and will be based on the below Terms of Employment:

### 1. Salary and Benefits

Your Total Target Remuneration is INR 4,65,000 /- (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of INR 3,25,000/- (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto INR 1,40,000/- (Rupees One Lac Forty Thousand only). (Refer Annexure A for details).

### 2. Training and Probation

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Post completion of the training, you will be on probation for a period of 6 (six) months. Your confirmation in the service of the company shall be subject to, amongst others, your performance being satisfactory during the training and the probation period. The Company may, at its discretion, extend the probation by such period, as it may deem appropriate.

At the end of probation period, the company will issue you a formal written confirmation letter.

### 3. Responsibilities:

3.1. You agree that you will perform your duties with due diligence, devotion and permitted discretion. You will perform, observe and conform to such duties, directions and instructions, assigned or communicated to you by the Company or on its behalf from time to time.

3.2. While in the employment of the Company, you shall not (without 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 business entity or other organizations (whether as an owner, employee, officer, director, agent, partner, consultant or otherwise) for any consideration, in cash or in kind or otherwise. 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.

Vedanta Limited

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CIN: L13209MH1965PLC291394



Principal  
NIPANI  
College  
Bagevadi Arts, S.D. & C.A. College

Strictly Confidential

Date: 02.11.2023

Asmita Mallu Bodhale  
Vedanta Meadows  
Jharsuguda

Dear Asmita,

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Vill: Bhurkhamunda, P.O : Kalimandir  
Dist: Jharsuguda, Odisha - 768202

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3.2. While in the employment of the Company, you shall not (without 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 business entity or other organizations (whether as an owner, employee, officer, director, agent, partner, consultant or otherwise) for any consideration, in cash or in kind or otherwise. 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.

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CIN: L13209MH1965PLC291394



**Placement Office**  
K. J. Somaiya Institute of Management Studies & Research, NIPANI

**10. Termination of Employment**

Notwithstanding anything contained hereinabove, your employment may be terminated summarily, with or without notice, or payment of any kind in lieu of notice, at any time for gross misconduct or submission of false/incorrect information or as provided in Clause 5.1 above. Generally, this includes any fundamental breach of any contract, or conduct which brings the Company into disrepute. Gross misconduct includes (but is not limited to), failure to obey a reasonable orders/instructions issued by an authorized representative of the Company, serious breach of safety rules, theft, fraud, sexual harassment, being under the influence of alcohol or drugs during working hours, unauthorized absence in breach of the Company leave policy, misuse of the Company's confidential information, breach of ethical or other policies of the Company, engaging in discriminatory behavior, any act of disobedience, dishonesty, incivility, insobriety, or of any act or omission, conduct or commission or irregularity, whether during the course of employment or otherwise which in the opinion of the Company is detrimental to its interests.

**11. Non-Compete**

During the term of your employment and for atleast one (1) year thereafter, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which works or result in a direct or indirect competition with the business of the Company.

**12. Jurisdiction**

Any disagreement or claim arising out of or relating to this agreement, the breach thereof or its termination will be settled by following Indian contract and arbitration laws and shall be subject to exclusive jurisdiction of courts at New Delhi.

**13. Joining Documents**

13.1. At the time of joining, you are required to submit the following documents:

- (a) Copies of certificates in support of your educational / professional qualifications, experience, date of birth and other testimonials with authenticated copies thereof.
- (b) Valid Proof of Address (Passport, Aadhar card, DL)
- (c) PAN Card copy / PAN Application Acknowledgement copy (In case you do not have a PAN card, please make arrangements immediately to procure one as per Government of India regulations and give it to us within 30 days of joining)
- (d) Five copies of your recent passport size photographs.
- (e) Medical Fitness Certificate (along with all medical reports) from an approved Medical Practitioner. Refer Annexure -B for details.

14. The Company reserves its right to amend its policies (including the Terms of Employment) as may be deemed necessary. The revised policies and terms of employment will supersede the terms and conditions of the Offer.


We welcome you to the Vedanta family and wish you a rewarding and successful career.

Best Wishes.

For Vedanta Limited

  
Dilip Kumar Sinha  
CHRO Aluminium Sector



  
IQAC Co-ordinator  
K.L.E's G. I. B. College, Nipani,

Vedanta Limited

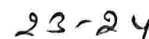
Vill : Bhurkhamunda, P.O. : Kalimnadir, Dist. : Jharsuguda (Odisha) : 768202

Registered Office: Vedanta Limited, 1<sup>st</sup> Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala Andheri (East), Mumbai 400093, Maharashtra, India.

CIN: L13209MH1965PLC291394

  
Placement Officer  
KLE G.I. Bagewadi College,  
NIPANI

  
PRINCIPAL  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.



**Date: 02.11.2023**

**Dear Khushbu,**

**Congratulations and Welcome to the Vedanta family!**

**Vedanta Limited**  
Vill: Bhurkhamunda, P.O : Kalimandir  
Dist: Jharsuguda, Odisha - 768202

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Vill : Bhurkhamunda, P.O. : Kalimnadir, Dist. : Jharsuguda (Odisha) :768202

CIN: L13209MH1965PLC291394



Placement Officer  
KLE G.I. Bagewadi College  
MIRAJ

**10. Termination of Employment**

Notwithstanding anything contained hereinabove, your employment may be terminated summarily, with or without notice, or payment of any kind in lieu of notice, at any time for gross misconduct or submission of false/incorrect information or as provided in Clause 5.1 above. Generally, this includes any fundamental breach of any contract, or conduct which brings the Company into disrepute. Gross misconduct includes (but is not limited to), failure to obey a reasonable orders/instructions issued by an authorized representative of the Company, serious breach of safety rules, theft, fraud, sexual harassment, being under the influence of alcohol or drugs during working hours, unauthorized absence in breach of the Company leave policy, misuse of the Company's confidential information, breach of ethical or other policies of the Company, engaging in discriminatory behavior, any act of disobedience, dishonesty, incivility, insobriety, or of any act or omission, conduct or commission or irregularity, whether during the course of employment or otherwise which in the opinion of the Company is detrimental to its interests.

**11. Non-Compete**

During the term of your employment and for at least one (1) year thereafter, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which works or result in a direct or indirect competition with the business of the Company.

**12. Jurisdiction**

Any disagreement or claim arising out of or relating to this agreement, the breach thereof or its termination will be settled by following Indian contract and arbitration laws and shall be subject to exclusive jurisdiction of courts at New Delhi.

**13. Joining Documents**

13.1. At the time of joining, you are required to submit the following documents:

- Copies of certificates in support of your educational / professional qualifications, experience, date of birth and other testimonials with authenticated copies thereof.
- Valid Proof of Address (Passport, Aadhar card, DL)
- PAN Card copy / PAN Application Acknowledgement copy (In case you do not have a PAN card, please make arrangements immediately to procure one as per Government of India regulations and give it to us within 30 days of joining)
- Five copies of your recent passport size photographs.
- Medical Fitness Certificate (along with all medical reports) from an approved Medical Practitioner. Refer Annexure -B for details.

14. The Company reserves its right to amend its policies (including the Terms of Employment) as may be deemed necessary. The revised policies and terms of employment will supersede the terms and conditions of the Offer.

We welcome you to the Vedanta family and wish you a rewarding and successful career.

Best Wishes.

For Vedanta Limited



**Dilip Kumar Sinha**  
CHRO Aluminium Sector



**Vedanta Limited**

Vill : Bhurkhamunda, P.O. : Kalimnadir, Dist. : Jharsuguda (Odisha) :768202

Registered Office: Vedanta Limited, 1<sup>st</sup> Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala Andheri (East), Mumbai 400093, Maharashtra, India.

CIN: L13209MH1965PLC291394

**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

**IQAC Co-ordinator**

**K. L. E. Society's**

**G. I. Bagewadi College, Nipani.**

## EMPLOYMENT OFFER LETTER

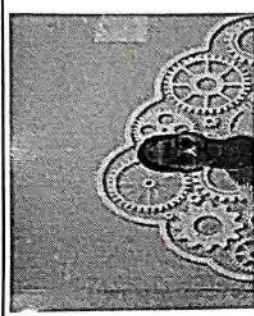
Date : 30<sup>th</sup> October 2023

Ms. : Shweta Sanjay Murale

Greetings from Cogent!

Subsequent to our discussions, we are delighted to offer you the position of CSA with Cogent E Services Limited. We are excited about the talent you will bring to Cogent and look forward to having you as a part of the team.

Kindly note the details below

	Interview ID	INT102023455918
	Candidate Name	Shweta Sanjay Murale
	Date of Interview	2023-10-30 10:22:26
	Interviewed By	Wilma Nisha
	Offered Salary (Monthly)	17000
	Date of Joining	31 <sup>st</sup> October 2023
	Stipend	INR 5000 For 20 Days, w.e.f Date Of Joining. This will be payable only on successful completion of training and certification

Your Annual Cost to Company (CTC) post successful completion of the training & certification will be INR 204,000.

As a part of Cogent e-joining process, you will be required to share scanned copies of a list of documents on the Company portal. The link for uploading the documents shall be sent on your registered e-mail id / contact number.

You are expected to complete e-documentation formalities before you join on 2023-10-31 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.

Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)





As part of our standard policy, we conduct a background verification for all our employees. In case of any falsification at documents or misrepresentation during the interview or data submission, we reserve the right to withhold the salary and terminate the employment without any notice.

You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.

We assure you of our support for your professional development and growth.

Yours truly,  
For Cogent E Services Limited

(S.K. Garg)

Authorized Signatory

**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.

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Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)



## EMPLOYMENT OFFER LETTER

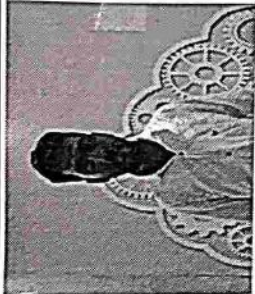
Date : 30<sup>th</sup> October 2023

Mr. : shubham Tatyasaheb kamate

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Kindly note the details below

	Interview ID	INT102023455923
	Candidate Name	shubham Tatyasaheb kamate
	Date of Interview	2023-10-30 10:25:45
	Interviewed By	Wilma Nisha
	Offered Salary (Monthly)	17000
	Date of Joining	31 <sup>st</sup> October 2023
	Stipend	INR 5000 For 20 Days, w.e.f Date Of Joining, This will be payable only on successful completion of training and certification

Your Annual Cost to Company (CTC) post successful completion of the training & certification will be INR 204,000.

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You are expected to complete e-documentation formalities before you join on 2023-10-31 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.



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You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.

We assure you of our support for your professional development and growth.

Yours truly,  
For Cogent E Services Limited

(S.K Garg)

Authorized Signatory

  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.



Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)



**EMPLOYMENT OFFER LETTER**


Date : 30<sup>th</sup> October 2023

Ms. : NIKITA BABASAB GHATAGE

Greetings from Cogent!

Subsequent to our discussions, we are delighted to offer you the position of CSA with Cogent E Services Limited. We are excited about the talent you will bring to Cogent and look forward to having you as a part of the team.

Kindly note the details below

	Interview ID	INT102023456125
	Candidate Name	NIKITA BABASAB GHATAGE
	Date of Interview	2023-10-30 14:15:37
	Interviewed By	Sithavanla Manohar
	Offered Salary (Monthly)	17000
	Date of Joining	31 <sup>st</sup> October 2023
	Stipend	INR 5000 For 20 Days, w.e.f Date Of Joining, This will be payable only on successful completion of training and certification

Your Annual Cost to Company (CTC) post successful completion of the training & certification will be INR 204,000 .

As a part of Cogent e-joining process, you will be required to share scanned copies of a list of documents on the Company portal. The link for uploading the documents shall be sent on your registered e-mail id / contact number.

You are expected to complete e-documentation formalities before you join on 2023-10-31 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.

Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)





As part of our standard policy, we conduct a background verification for all our employees. In case of any falsification at documents or misrepresentation during the interview or data submission, we reserve the right to withhold the salary and terminate the employment without any notice.

You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.


We assure you of our support for your professional development and growth.

Yours truly,  
For Cogent E Services Limited

(S.K. Garg)

Authorized Signatory

  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.



  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.

Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)



## EMPLOYMENT OFFER LETTER


Date : 30<sup>th</sup> October 2023

Ms. : Swati Shashikant Kote

Greetings from Cogent!

Subsequent to our discussions, we are delighted to offer you the position of CSA with Cogent E Services Limited. We are excited about the talent you will bring to Cogent and look forward to having you as a part of the team.

Kindly note the details below

	Interview ID	INT102023456110
	Candidate Name	Swati Shashikant Kote
	Date of Interview	2023-10-30 13:58:07
	Interviewed By	Sitthavanla Manohar
	Offered Salary (Monthly)	17000
	Date of Joining	31 <sup>st</sup> October 2023
	Stipend	INR 5000 For 20 Days, w.e.f Date Of Joining, This will be payable only on successful completion of training and certification

Your Annual Cost to Company (CTC) post successful completion of the training & certification will be INR 204,000 .

As a part of Cogent e-joining process, you will be required to share scanned copies of a list of documents on the Company portal. The link for uploading the documents shall be sent on your registered e-mail id / contact number.

You are expected to complete e-documentation formalities before you join on 2023-10-31 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.



Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)



As part of our standard policy, we conduct a background verification for all our employees. In case of any falsification at documents or misrepresentation during the interview or data submission, we reserve the right to withhold the salary and terminate the employment without any notice.

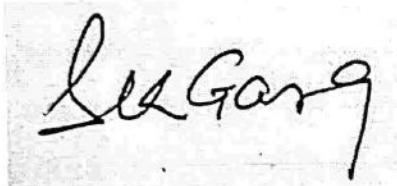
You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.

We assure you of our support for your professional development and growth.

Yours truly,  
For Cogent E Services Limited




(S.K. Garg)

Authorized Signatory



**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI



**IQAC Co-ordinator**  
KLE's G. I. B. College, Nipani.



**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.



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Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)

**EMPLOYMENT OFFER LETTER**


**Date :** 07<sup>th</sup> November 2023

**Ms. : Priyanka Bhupal Samagonnavar**

Greetings from Cogent!

Subsequent to our discussions, we are delighted to offer you the position of CSA with Cogent E Services Limited. We are excited about the talent you will bring to Cogent and look forward to having you as a part of the team.

Kindly note the details below

	Interview ID	INT112023457151
	Candidate Name	Priyanka Bhupal Samagonnavar
	Date of Interview	2023-11-06 09:59:23
	Interviewed By	S Sandhya
	Offered Salary (Monthly)	15800
	Date of Joining	8 <sup>th</sup> November 2023
	Stipend	INR 1000 For 10 Days, w.e.f Date Of Joining, This will be payable only on successful completion of training and certification

Your Annual Cost to Company (CTC) post successful completion of the training & certification will be INR 189,600 .

As a part of Cogent e-joining process, you will be required to share scanned copies of a list of documents on the Company portal. The link for uploading the documents shall be sent on your registered e-mail id / contact number.

You are expected to complete e-documentation formalities before you join on 2023-11-08 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.

Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)



As part of our standard policy, we conduct a background verification for all our employees. In case of any falsification at documents or misrepresentation during the interview or data submission, we reserve the right to withhold the salary and terminate the employment without any notice.

You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.

We assure you of our support for your professional development and growth.

Yours truly,  
For Cogent E Services Limited



(S.K. Garg)

Authorized Signatory



**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI



**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.



**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College Nipani.



Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: [www.cogenteservices.com](http://www.cogenteservices.com)





**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20234230051/Bangalore/BPS/BTN**  
**Date: 09/12/2023**

Ms. Spoorti Sanjay Kaneere  
 1431/J  
 New Panchayt  
 Shivaji Chowk  
 Nippani-560094  
 Karanataka  
 Tel# -

Dear Ms. Spoorti Sanjay Kaneere,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,410/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

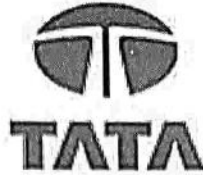
Placement Officer  
 K.R.E.G.I. Bagewad College  
 NIPANI

**Private and Confidential**  
**TCSL/DT20234230051**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
 No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
 Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
 Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
 Corporate Identification No. (CIN): L22210MH1905PLC084781





#### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited.

**Girish V. Nandimath**  
Global Head, Talent Acquisition & Academic Interface



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

Encl: Annexure 1: Acceptance  
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani

**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.

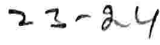


Private and Confidential  
TCSL/DT20234230051

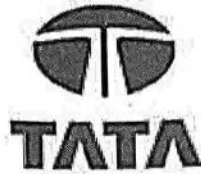
#### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781





**Tata Consultancy Services Limited**  
No 42, Think Campus, Electronic City phase II, Bangalore - 500 100, Karnataka India  
Ph.: +91 80 7224 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781



#### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath  
Global Head, Talent Acquisition & Academic Interface



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance

Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

Placement Officer  
KLE G.I. Bagewadi College,  
NIPANI

IQAC Co-ordinator  
K.L.E's G. I. B. College, Nipani.

PRINCIPAL  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.



Private and Confidential  
TCSL/DT20234204261

#### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781

Fwd: Letter of Intent: Yashashri Kamble || Collection Officer Inbox



Yashi Kamble <yashashree217@gmail.com>  
to me

May 11, 2024, 6:09 PM

Forwarded message

From: Shivappa Patil <shivappa.patil@dfmail.org>  
Date: Thu, 9 May, 2024, 6:26 am  
Subject: Re: Letter of Intent: Yashashri Kamble || Collection Officer  
To: Yashi Kamble <yashashree217@gmail.com>

Thank you for your email

On Tue, May 7, 2024, 5:41 PM Yashi Kamble <yashashree217@gmail.com> wrote:

Forwarded message

From: Tejashree Deote <tejashree.deote@earllysalary.com>  
Date: Thu, 3 Nov, 2022, 6:55 pm  
Subject: Letter of Intent: Yashashri Kamble || Collection Officer  
To: <yashashree217@gmail.com>  
Cc: recruitment <recruitment@earllysalary.com>

Hi Yashashree,

Greetings..!!

Congratulations on successfully completing your interview process with us!! Subsequent to that we're pleased to offer you the role of **Collection Officer - Contact Centre Collections, Band 1** at EarlySalary.

You are expected to join the ES family on **14th November, 2022**, at **Pune**, as your base location.

You will be entitled to an all-inclusive compensation (Cost-to-Company) of Rs. **3,00,000/-** per annum as per **Annexure A**, attached below for your kind perusal.

Please confirm your acceptance of this offer by **4th November, 2022**. For any queries, please feel free to reach us.

We look forward to you joining us and making a significant contribution to the success of our organisation!

The final letter of appointment will be handed over to you on the day of joining the services of the company.

You are requested to carry the softcopies of following documents :

- **Employment Documents: Previous organization (Form 16 / Experience letter / Relieving letter)**
- **Educational Documents (10th, 12th mark sheet, Graduation & Highest Degree)**
- **Address proof (Permanent & Temporary)**
- **Id Proof (Pan card / Aadhar card / Passport)**
- **2 passport size photographs.**
- **Cancelled Cheque (Payroll Processing)**

Annexure A	
Particulars	Amount
Basic	1,06,144
HRA	42,458
LTA	26,536
Statutory Bonus	21,229
Flexi Allowance	68,994
Food Coupon	0
Gross	2,65,360
PF	21,600
Gratuity	5,106
ESIC	7,934
CTC PA	3,00,000



Best regards,  
Tejashree Deote | Human Resource | EarlySalary  
Office number 404 | The Chambers | Clover Park, Viman Nagar | Pune, Maharashtra 411014 | India  
Website: <http://earllysalary.com/> | E-Mail: [tejashree.deote@earllysalary.com](mailto:tejashree.deote@earllysalary.com)  
Ph: 9689114383

23-Oct-2023

Dear Netra Jadhav,

Sub: Offer Letter

Greetings from Krazybee Services Private Limited.

This is further with reference to our discussions; the Management is pleased to offer you a position of **"Operations Executive"** with **Krazybee Services Private Limited**, under the following terms and conditions:

#### TERMS AND CONDITIONS

- 1. Date of Joining:** Your date of joining will be on **26-October-2023**
- 2. Reporting Structure:** You will be part of **"Marketing & Sales"** Department
- 3. Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.
- 4. Leave:** You will be entitled to leaves as per Company rules.
- 5. Salary and Benefits:** The Compensation and Benefits package applicable to you is given as **Salary Annexure**. We would like to treat all such compensation-related information as personal and confidential. Your compensation and benefits program will be subject to the statutory deductions in force.
- 6. Probation & Notice Period:** You will have a probation period of **3 months** from the date of joining. You will be confirmed at the end of **3 months**. If your performance during this period is not satisfactory, your service is liable to be terminated without notice. The organization will have the right to terminate your services at the end of this period or extend this period of probation for a period deemed fit by the organization. This offer may be terminated by either side, by serving a written notice of **1 month** or by surrendering one-month Salary in lieu thereof.
- 7. Place of Posting:** Your place of posting will be at **Bangalore**. However, during your employment with us you may be posted or transferred / attached to any other Units / Companies / Offices of Company in India or abroad at the sole discretion of the management.
- 8. Income Tax:** All components of your remuneration will be subject to deduction of income tax as per the provisions of Income Tax Act, 1961 and other applicable laws.
- 9. Rules:** You shall be governed by the rules and regulations of the Company in force or amended from time to time during your employment. You agree that acceptance of this offer of employment amounts to acceptance of the Company Rules in relation to your employment with the Company.



# SALARY ANNEXURE

Netra Jadhav

PARTICULARS	MONTHLY (INR)	ANNUAL (INR)
Basic salary	15,584	1,87,008
Statutory Bonus	1,298	15,578
House rent allowance (HRA)	1,053	12,634
<b>Gross Salary (A)</b>	<b>17,935</b>	<b>2,15,220</b>
PF Employee	1,800	21,600
ESI Employee	135	1,615
Professional Tax	-	-
Total Standard Deduction	1,935	23,215
<b>Net Salary</b>	<b>16,000</b>	<b>1,92,005</b>
Non-Cash Components		
PF Employer	1,800	21,600
ESI Employer	583	6,995
Gratuity	750	8,995
<b>Total Non-Cash Components (B)</b>	<b>3,133</b>	<b>37,590</b>
<b>Cost to Company (A+B)</b>	<b>21,068</b>	<b>2,52,810</b>
<b>Variable Pay (C)</b>	<b>-</b>	<b>60,000</b>
<b>TOTAL CTC (A+B+C)</b>	<b>21,068</b>	<b>3,12,810</b>

- Variable Pay will be paid on a monthly basis and will be based on individual and team achievement of set targets.

For Krazybee Services Private Limited.

*Ashwin Prabhu*

Ashwin Prabhu  
Head – Human Resource



*[Signature]*  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

*[Signature]*  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

*[Signature]*  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.

3rd Floor, No: 128/9, Maruthi Sapphire, HAL Airport Road, Murugesh Palya, Bangalore – 560017

CIN No. U65100KA2016PTC086990

23-Oct-2023

Dear Pranoti Tanajirao Desai,

Sub: Offer Letter

Greetings from Krazybee Services Private Limited.

This is further with reference to our discussions; the Management is pleased to offer you a position of "Operations Executive" with Krazybee Services Private Limited. under the following terms and conditions:

#### TERMS AND CONDITIONS

1. **Date of Joining:** Your date of joining will be on **26-October-2023**
2. **Reporting Structure:** You will be part of "Marketing & Sales" Department
3. **Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.
4. **Leave:** You will be entitled to leaves as per Company rules.
5. **Salary and Benefits:** The Compensation and Benefits package applicable to you is given as **Salary Annexure**. We would like to treat all such compensation-related information as personal and confidential. Your compensation and benefits program will be subject to the statutory deductions in force.
6. **Probation & Notice Period:** You will have a probation period of **3 months** from the date of joining. You will be confirmed at the end of **3 months**. If your performance during this period is not satisfactory, your service is liable to be terminated without notice. The organization will have the right to terminate your services at the end of this period or extend this period of probation for a period deemed fit by the organization. This offer may be terminated by either side, by serving a written notice of **1 month** or by surrendering one-month Salary in lieu thereof.
7. **Place of Posting:** Your place of posting will be at **Bangalore**. However, during your employment with us you may be posted or transferred / attached to any other Units / Companies / Offices of Company in India or abroad at the sole discretion of the management.
8. **Income Tax:** All components of your remuneration will be subject to deduction of income tax as per the provisions of Income Tax Act, 1961 and other applicable laws.
9. **Rules:** You shall be governed by the rules and regulations of the Company in force or amended from time to time during your employment. You agree that acceptance of this offer of employment amounts to acceptance of the Company Rules in relation to your employment with the Company.

3rd Floor, No. 128/9, Maruthi Sapphire, HAL Airport Road, Murugesh Palya, Bangalore – 560017

CIN No. U65100KA2016PTC086990



080-44292555



reachus@kbnbfc.in



## SALARY ANNEXURE

Pranoti Tanajirao Desai

PARTICULARS	MONTHLY (INR)	ANNUAL (INR)
Basic salary	15,584	1,87,008
Statutory Bonus	1,298	15,578
House rent allowance (HRA)	1,053	12,634
<b>Gross Salary (A)</b>	<b>17,935</b>	<b>2,15,220</b>
PF Employee	1,800	21,600
ESI Employee	135	1,615
Professional Tax	-	-
Total Standard Deduction	1,935	23,215
<b>Net Salary</b>	<b>16,000</b>	<b>1,92,005</b>
Non-Cash Components		
PF Employer	1,800	21,600
ESI Employer	583	6,995
Gratuity	750	8,995
<b>Total Non-Cash Components (B)</b>	<b>3,133</b>	<b>37,590</b>
<b>Cost to Company (A+B)</b>	<b>21,068</b>	<b>2,52,810</b>
<b>Variable Pay (C)</b>	<b>-</b>	<b>60,000</b>
<b>TOTAL CTC (A+B+C)</b>	<b>21,068</b>	<b>3,12,810</b>


- Variable Pay will be paid on a monthly basis and will be based on individual and team achievement of set targets.

For Krazybee Services Private Limited.



Ashwin Prabhu  
Head – Human Resource

  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani.

3rd Floor, No. 128/9, Maruthi Sapphire, HAL Airport Road, Murugesh Palya, Bangalore – 560017  
CIN No. U65100KA2016PTC086990



080-44292555



reachus@kbnbfc.in



23-Oct-2023

Dear Ravina Ramesh Patil,

Sub: Offer Letter

Greetings from Krazybee Services Private Limited.

This is further with reference to our discussions; the Management is pleased to offer you a position of "Operations Executive" with Krazybee Services Private Limited. under the following terms and conditions:

**TERMS AND CONDITIONS**

1. **Date of Joining:** Your date of joining will be on **26-October-2023**
2. **Reporting Structure:** You will be part of "Collections" Department
3. **Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.
4. **Leave:** You will be entitled to leaves as per Company rules.
5. **Salary and Benefits:** The Compensation and Benefits package applicable to you is given as **Salary Annexure**. We would like to treat all such compensation-related information as personal and confidential. Your compensation and benefits program will be subject to the statutory deductions in force.
6. **Probation & Notice Period:** You will have a probation period of **3 months** from the date of joining. You will be confirmed at the end of **3 months**. If your performance during this period is not satisfactory, your service is liable to be terminated without notice. The organization will have the right to terminate your services at the end of this period or extend this period of probation for a period deemed fit by the organization. This offer may be terminated by either side, by serving a written notice of **1 month** or by surrendering one-month Salary in lieu thereof.
7. **Place of Posting:** Your place of posting will be at **Bangalore**. However, during your employment with us you may be posted or transferred / attached to any other Units / Companies / Offices of Company in India or abroad at the sole discretion of the management.
8. **Income Tax:** All components of your remuneration will be subject to deduction of income tax as per the provisions of Income Tax Act, 1961 and other applicable laws.
9. **Rules:** You shall be governed by the rules and regulations of the Company in force or amended from time to time during your employment. You agree that acceptance of this offer of employment amounts to acceptance of the Company Rules in relation to your employment with the Company!



## SALARY ANNEXURE

Ravina Ramesh Patil

PARTICULARS	MONTHLY (INR)	ANNUAL (INR)
Basic salary	15,584	1,87,008
Statutory Bonus	1,298	15,578
House rent allowance (HRA)	1,053	12,634
<b>Gross Salary (A)</b>	<b>17,935</b>	<b>2,15,220</b>
PF Employee	1,800	21,600
ESI Employee	135	1,615
Professional Tax	-	-
Total Standard Deduction	1,935	23,215
<b>Net Salary</b>	<b>16,000</b>	<b>1,92,005</b>
Non-Cash Components		
PF Employer	1,800	21,600
ESI Employer	583	6,995
Gratuity	750	8,995
<b>Total Non-Cash Components (B)</b>	<b>3,133</b>	<b>37,590</b>
<b>Cost to Company (A+B)</b>	<b>21,068</b>	<b>2,52,810</b>
Variable Pay (C)	-	60,000
<b>TOTAL CTC (A+B+C)</b>	<b>21,068</b>	<b>3,12,810</b>

- Variable Pay will be paid on a monthly basis and will be based on individual and team achievement of set targets.

For Krazybee Services Private Limited.



**Ashwin Prabhu**  
Head – Human Resource

**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

**IQAC Co-ordinator**

KLE's G. I. B. College, Nipani

**PRINCIPAL**

K. L. E. Society's

G. I. Bagewadi College, Nipani.



3rd Floor, No. 128/9, Maruthi Sapphire, HAL Airport Road, Murugesh Palya, Bangalore – 560017

CIN No. U65100KA2016PTC086990

080-44292555

reachus@kbnbfc.in

23-Oct-2023

Dear Sushma Nagave,

Sub: Offer Letter

Greetings from Krazybee Services Private Limited.

This is further with reference to our discussions; the Management is pleased to offer you a position of "Operations Executive" with Krazybee Services Private Limited. under the following terms and conditions:

#### TERMS AND CONDITIONS

1. **Date of Joining:** Your date of joining will be on **26-October-2023**
2. **Reporting Structure:** You will be part of "Marketing & Sales" Department
3. **Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.
4. **Leave:** You will be entitled to leaves as per Company rules.
5. **Salary and Benefits:** The Compensation and Benefits package applicable to you is given as **Salary Annexure**. We would like to treat all such compensation-related information as personal and confidential. Your compensation and benefits program will be subject to the statutory deductions in force.
6. **Probation & Notice Period:** You will have a probation period of **3 months** from the date of joining. You will be confirmed at the end of **3 months**. If your performance during this period is not satisfactory, your service is liable to be terminated without notice. The organization will have the right to terminate your services at the end of this period or extend this period of probation for a period deemed fit by the organization. This offer may be terminated by either side, by serving a written notice of **1 month** or by surrendering one-month Salary in lieu thereof.
7. **Place of Posting:** Your place of posting will be at **Bangalore**. However, during your employment with us you may be posted or transferred / attached to any other Units / Companies / Offices of Company in India or abroad at the sole discretion of the management.
8. **Income Tax:** All components of your remuneration will be subject to deduction of income tax as per the provisions of Income Tax Act, 1961 and other applicable laws.
9. **Rules:** You shall be governed by the rules and regulations of the Company in force or amended from time to time during your employment. You agree that acceptance of this offer of employment amounts to acceptance of the Company Rules in relation to your employment with the Company.




**SALARY ANNEXURE**
**Sushma Nagave**

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Basic salary	15,584	1,87,008
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- Variable Pay will be paid on a monthly basis and will be based on individual and team achievement of set targets.

For Krazybee Services Private Limited.


**Ashwin Prabhu**  
Head – Human Resource

  
**IQAC Co-ordinator**  
K.L.E's G. I. B. College, Nipani.

  
**Placement Officer**  
KLE G.I. Bagewadi College,  
NIPANI

  
**PRINCIPAL**  
K. L. E. Society's  
G. I. Bagewadi College, Nipani

3rd Floor, No. 128/9, Maruthi Sapphire, HAL Airport Road, Murugesh Palya, Bangalore – 560017

CIN No. U65100KA2016PTC086990



080-44292555



reachus@kbnbfc.in



DR - BPS/RH14391839/358108/Pune/July/V0

OFFER OF EMPLOYMENT  
**PRIVATE &  
CONFIDENTIAL**

July 18, 2023

**Dhanashri Kumbhar,**  
A/P : Kunnur, Somvar Peth, Tal- Nippani, Dist- Belgaum,  
Kunnur

Dear Dhanashri Kumbhar,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transctn Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,96,160/- (One Lakhs Ninety Six Thousand One Hundred Sixty **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanakundi Village,  
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



## ANNEXURE - 1

### SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	6,539	78,464
House Rent Allowance	4,042	48,502
Leave Travel Allowance	NA	NA
Special Allowance	1,635	19,616
Ex-Gratia/ Bonus1	1,750	21,000
<b>TOTAL FIXED CASH</b>	<b>13,965</b>	<b>1,67,582</b>
Performance Incentive	817	9,808
Variable Pay2	NA	NA
<b>TARGET CASH COMPENSATION</b>	<b>14,783</b>	<b>1,77,390</b>
Employer Provident Fund	981	11,770
Mediclaim Insurance Premium	583	7,000
<b>TARGET COST TO COMPANY</b>	<b>16,347</b>	<b>1,96,160</b>

#### Details of Incentive Plan:

(1) Max Performance Incentive

The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.

#### Note:

- As per Statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

#### Contact Us:

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F : +91 080 6695 9943  
E : investor.relations@mphasis.com

www.mphasis.com

#### Mphasis Limited

#### Registered Office:

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Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

23724

## Offer Acceptance Letter

From,

Date:-22<sup>nd</sup> June-2023

TAURUS BPO SERVICES INDIA  
HAL Old Airport Bangalore-560017

To,

**Ms. GULNAR NALBAND.**  
Bangalore.

I welcome you on behalf of the team and hope that we will have a fantastic time working together.

Subsequent to our discussions, we're delighted to extend this offer of employment for the position of "Customer Support Executive" with Taurus BPO @ Bangalore Location.

As we discussed, your Annual CTC will be Rs.180,000/- without PF, Net Take Home, 15,000/-

If you accept this offer, your date of joining will be 24<sup>th</sup> June-2023.

We request your acceptance on the offer. In the meantime, please feel free to contact me if you have any questions.

Welcome to Taurus, we look forward to your joining and wish you a long rewarding and fulfilling career with us.

Your Sincerely,

*Nagarathna S*

Nagarathna S

Senior Human Resource-Bangalore

Taurus BPO Services India LLP-Bangalore



## Offer Acceptance Letter

From,

Date:-22<sup>nd</sup> June-2023

TAURUS BPO SERVICES INDIA  
HAL, Old Airport Bangalore-560017

To,

**Ms. Karishma Borgave,**  
Bangalore.

I welcome you on behalf of the team and hope that we will have a fantastic time working together.

Subsequent to our discussions, we're delighted to extend this offer of employment for the position of "Customer Support Executive" with Taurus BPO @ Bangalore Location.

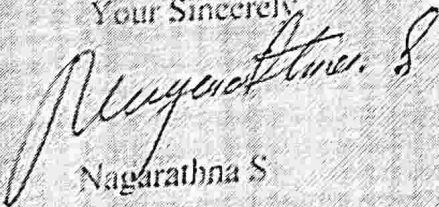
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If you accept this offer, your date of joining will be 24<sup>th</sup> June-2023.

We request your acceptance on the offer. In the meantime, please feel free to contact me if you have any questions.

Welcome to Taurus, we look forward to your joining and wish you a long rewarding and fulfilling career with us.

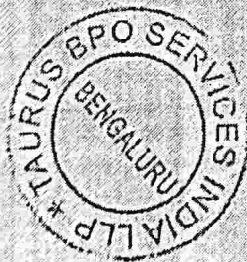
Your Sincerely,



Nagarathna S

Senior Human Resource-Bangalore

Taurus BPO Services India LLP-Bangalore



Date: 26-Jul-2023

Dear Komal Dundappa Kallimani

**Congratulations!** We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **PROCESS EXECUTIVE - AR** full time and your place of posting will be **Bengaluru-I** with an Annual CTC Compensation of **Rs. 2,88,360.00 (Two Lakhs Eighty Eight Thousand Three Hundred Sixty Rupees Only)**. In addition, upon successful completion of Probationary period you are eligible for **Performance Based Quarterly Merit Increase (PBQMI)** and **Quarterly Tenure Bonus Plan (QTB)** as indicated in **Annexure D**.

Your date of joining will be on or before **27-Jul-2023**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your 27-Jul-2023

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

**Annexure - C**  
**SALARY STRUCTURE**

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed Cash (Gross)	21100	253200
Basic	15600	187200
HRA	3940	47280
Advanced Statutory Bonus	1560	18720
Benefit	2930	35160
PF	1872	22464
Medical Insurance Premium	208	2496
Group Term Life Insurance	100	1200
Gratuity	750	9000
Total CTC	24030	288360
Total CTC	24030	288360

Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum (i.e. Rs. 00/per month) which is payable as per company policy on achievement of agreed upon targets.

Authorized by



**Aruvayurappan P V**  
**Chief Human Resource Officer**