

Date: 09 | JAN | 2019

Name: P. VASUDHA

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 294, 750/ per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

You are hereby notified that you are not employed in the absence of your accepting the Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein as the same is merely indicative.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above, along with the documents aforementioned. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your functions and duties towards the Company upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820.

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Vaibava Kamalasanan Sr Manager, Recruitment

I accept the terms set forth in this letter:

ACCEPTANCE OF LOI

| | / | | | |
|-----------|---|--------|----|--|
| | | | | |
| | | | | |
| | | | 31 | |
| Signature | | — Date | - | |

Laxmi Infobahn Private Limited, IT/ITES SEZ, Floor 3rd, 4th, 5th, 6th & 7th in Tower-1, Survey No 107-(P), Kokapet Village, Gandipet Mandal, Ranaga Reddy District, Hyderabad-500075. Telangana. CIN-U72200KA2004FTC034233













Dear Srikanth,

Thank you for taking the time to attend the interview. We are pleased to inform you that you have been selected for the role of Business Development Executive.

- Your starting compensation will be Rs. 20,000/per month (Net take-home-pay) from the time of joining.
- In addition to this compensation there will be incentives based on the number of active clients you activate in the app. Active clients are those who enroll at least 10 students who pay for the app.
 - Your Probation Period will be for 3 months post which you we will revise your salary based on your performance.

Please note that during probation period your compensation will be a stipend. PF, Professional Tax and other components will get added to your CTC post completion of the probation period provided your performance entitles you to continued employment with us.

Feel free to call us in case you need any clarifications.

Best Regards,

Serial Experiments HR Team

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message and its attachments with any third party, without a written consent of the sender. If you received this message by mistake,

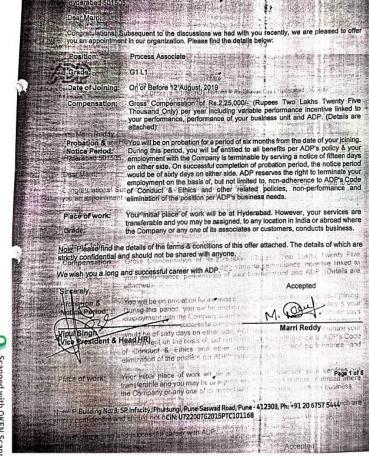












Accepted

ADP Private Limited Islam office (6-9109) (41) For Juni 9/81/84 Islams (914067570000) Islamon

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|-------------|--|--------------------|------------|-------------|----------------------------|
| | A. Base Salary | Monthly (INR)* | Δ, | nual (INR | |
| 4 | Basic Salary | 4,690 | 7.1 | 56,280 | 中 。 特別 |
| 1.0 | s House Rent Allowance (40% of Basic Salary) | 1,876 | 13 | 22,512 | 1774年 |
| | Flexible Benefits** | 2,207 | The second | 26,484 | - 7. |
| | Special Allowance | 4,342 | | 52,104 | |
| | B. Bonus (20% of Basic Salary paid monthly) | 938 | 1 | 11,256 | |
| | C. Standard Benefits | 100 | - | 16,152 | - 24 |
| | Provident Fund*** | 1,346 | 100 | 2,712 | |
| 4 | • Gratuity Charles and American | 15,625 | | 1,87,500 | |
| · · · · · · | Gross Compensation (A+B+C) | 10,020 | | .,, | 17 |
| | WD Lander or the Control of the Cont | MESS. | 0% | 100% | 175% |
| | Variable Performance Incentive (VPI)* (will range from 0% to 175% based on performance) | Walter Comment | 0 | 22,500 | 39,375 |
| | EOC Allowance | 1911 | | 15,000 | |
| | Total CTC (Gross + VPI + EOC Allowance)** | 7550 1 3 | | 2,25,00 | 0 |
| | Indian Rupees Condisc Florible Benefits include Leave Travel Allowance and PR will be deducted as per the statutory norms These are indicative payouts at your grade and will va- business unit & ADR Total CTC is computed at 100% VPI payout | ry based on your p | | nce, perfor | mance of your |
| | Tax will be applicable as per Tax Slab & Tax Regulation | la carrier e | | 1,67,500 | |
| | Qross Compensation (6-8-2) | | | Sie | |
| | Maniphic Stelland in the New City of the Public of the Public of the 178 reportment of the Public of | | 10 | 2 500 | 17576 39,3 75 |
| | Conversion of the second | THE REAL PROPERTY. | 15.31 | 15.000 | |
| | Total CTC TGrass . VPT + FOC Allowing | 0.146 | 1 | 2.25,00 | U Ja |
| | | | W | Ke | thireddy Tejasi Rage 20 |
| j ., | #MACO STATE STATE AND STATE OF THE STATE OF | mortion is at | ivenut. | 4 + 4 4 4 | |

Terms and Conditions

1 Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews.

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time in the information play and the name of the second of the name of the second o

Gratuity: Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

The Construction of the control of the surcessfully compact that caucational degree and do 7. Statutory Compliance
7. Statutory Compliance
7. Statutory Compliance Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws. (PAN) **8. Flexible Benefits** Tots, would be deducted as per the applicable state rate of the one Tax.

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given

Illuancial Yearnds Provident Fund will be deducted from your salling as on EPF Act. The organization of the provident of the

Grammy's pain to the associates as per the Grafulty 7. Building No. 3. SP. Infocity. Phursungi, Pune-Saswad Road, Pune-412308, Ph: +91 20 6757 5444 CIN: 11722001G2015PTC101168



9. Health Insurance

You and your dependents will be covered as per the existing Medicialm Insurance Policy provided by the organization.

10. Personal Accident Insurance

ou will be covered as per the existing Group Rersonal Accident Insurance Plan provided by the

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit and ADP, which will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13#Maternity Benefits per the existing Group Personal Accus

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14:Orug Tests for Privilege Leaves and Cosual Leaves as per the plantable policy You are also entitied to avail the Public Halflavs as per the organization on the day of induction. If tested You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading.up.to-termination and a 1st of December wither allocated on a prograta basis see

15. Background Checks / Advanced Background Checks

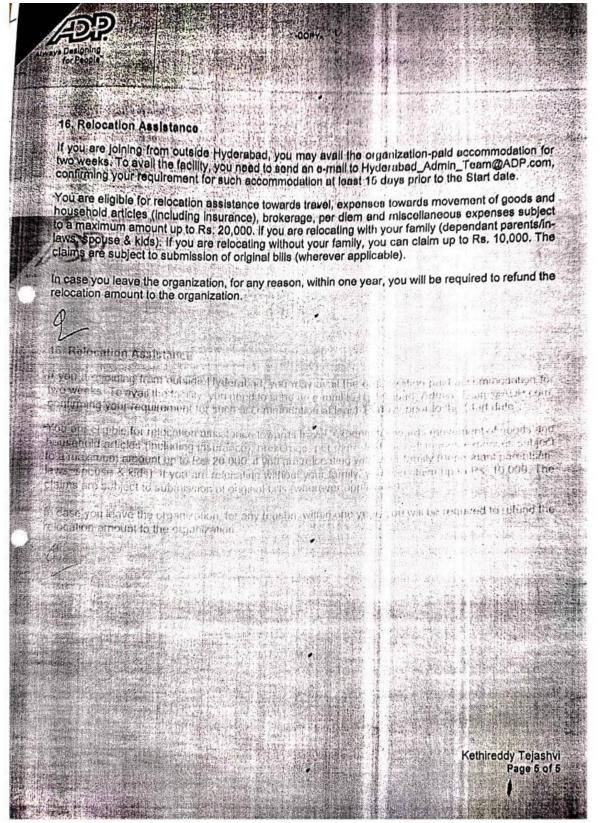
Background checks (Address, Criminal, Education, Employment, Reference checks or any other checklas required by the organization from time to time) are conducted for all associates. Additionally, Advanced Background Checks (Criminal, Education & Employment from the time the associate turned 18 till present along with Address details where the associate has resided in the past 10 years) may be conducted for associates depending on the organization policy / business need. If the information provided by you is misrepresented, the organization would take appropriate action leading up to termination of employment, war materially related my afile per prevailing statute and various associates which he depose to be are materially related my afile per prevailing statute and reverse againg about 9 ordering and provided the performance of time.

14 Drug Test

out will be now red to undergrap drug-like twittering obtainization by the day of inviction of the conference Telephone and the conference to the conference of the conference lending trace termination.

15. Background Checks / Advanced Background Checks

Building No. 3, SP Infocity, Phursungi, Pune-Saswad Road, Pune-412308, Ph. +91 20 6757 5444





Date: August 20, 2019 Dear: Rishikesh Pillai

Sub: Letter of Intent

Congratulations! You have been selected by Genpect India Pvt. Ltd. ("the Company") as Process Associate.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

- *. Your annual Cost to Company (CTC) will be INR 228,000.00. Variable component is additional and is paid in addition to your CTC.
- 2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
- 3. Your initial place of work will be India>Hyderabad>Hyderabad Phoenix Towers IN Office. However; the Company may transfer you to any location/process on a need basis.
- 4.Post consultation with you, the following has been agreed upon:
 - Date of PHO :
 - Date of Joining: August 28, 2019
 - Reporting Time: 9:00:00 AM
 - Location: India>Hyderabad>Hyderabad Phoenix Towers IN Office

| Locations | On-boarding reporting time** | Genpact Office Address |
|-----------|------------------------------|--|
| n NCR at | 10:30 | Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P., 7th Floor, On-boarding Room, Noida |
| HYD : | 10:00 | Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI, Habsiguda,Uppal,Hyd-500009 |
| JPR | 9:30 | Genpact India, JLN Marg , Malviya Nagar, Jaipur (NHO Room) |
| BLR | 9:00 | Genpact, # 99, Surya Park, Electronic City, Bangalore 560100 |
| KOL | 10:00 | Genpact India Unitech Hi Tech Structures Ltd. – IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata |

**In order to experience a smooth Onboarding, please reach the venue on time

TICL CONFORT SERVED BY STANDING CONTRACT TO THE SERVED SER It is the time repairingly on instructing the Property of the real traffic

- 5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."
- 6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.
- 7. The Company operates 7 days a week, 24 hours a day. You will be expected to attend office as assigned to you by your supervisor in compliance with laws in force. As a Fulltime employee, you will be eligible for 2 weekly offs

Genpact India Private Limited (Formerly Known as Empower Research Knowledge Services Pvt. Ltd.) CIN: U73100DL2005PTC307363 Regd. Off.: Delhi Information Technology Park, Shastri Park, GT Road, Delhi, India 110053

Genpact Proprietary Private & Confidential

Neetin Kumar Rao

Dear Neetin Kumar Rao,

Sub: Appointment Letter

We are pleased to offer you an appointment with Genpact India Private Limited. ("Company") as Process Associate under the following terms and conditions:

TERMS AND CONDITIONS

- 1. Your Cost to the Company (CTC) will be as indicated in Annexure II attached herewith.
- Your initial place of work will be Gurgaon. However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where the Company or any one of its Associate or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location. .
- 3. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 months. Further, incase of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.
- 5. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office - except while travelling on business - as assigned to you by your supervisors and as per applicable laws in force. Weekly offs will be governed as per applicable regulations & Company
- 6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.
- 7. You will be entitled to twenty-five working days leave per annum subject to prior approval by the Company. Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject and the relevant applicable laws.
- 8. You will be on probation for six months from the date of joining, which may be extended by the Company at its discretion. Your services at the end of the Probation period shall be treated as confirmed, unless specifically extended by the company in writing. During the probation period, either party may terminate this contract by giving 30 notice in writing in the manner referred to in clause 9 or payment of 30 salary in lieu thereof. If you chose not to serve the notice period, if applicable, the

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5. The Company of L attend office - except white and

DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. T +91 124 283 2000; F +91 124 402 2674

Company. Accumulation of their force

CIN: U73100DL2005PTC307363 Regd. Off.: Genpact India Private Limited (Ground Floor) Prakash Deep Building 7 Tolstoy Marg New Delhi-110001

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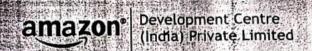
With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 204750 The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "Company"). Topment Contre

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated, This LOI shall also be terminated automatically in the event you take up employment with another person.

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- Service letter from the previous employer/s (if applicable) somer service A service in a
- Last payslip from the previous employer/s (if applicable) were assed sicility of Arganon Form 16 (if applicable) It a little to the
- Passport Size Photographs (6) and of overnous assistance of ending to success of

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- Service letter from the previous compayer/s (transmissible)
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- Filaxmillhiabaha Brivate Limited, IT/ITES SEZ, Floor 3rd, Alh. 5th, 6th & 7th in Tower-1, Survey Na. 107: [P].
 Kokapet Yillage, Gandipet Mandal, Ranaga Reddy District, Hyderabad-500075. Telangana.
 CIN:U72200KA2004FTC034233



Date: 5/4/2019

Name: Rayell Sal Santhosh

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

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- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

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Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 226013 per annum. The same may be revised at the time of the Issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

Taurus 2 Building, Sy .No. 42/2 and 42/3 of Dodddanekundi Village, Krishnarajapuram Hobli, Bangalore South Taluk, Presently forming part of Municipal No. 2870, Doddanekundi Village, Municipal Ward No. 85, Bangalore, Karnataka 560 037 www.amazon.com

CIN NO: U72200KA2004FTC034233





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 this employment 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 discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Wilheray of July Come of the o

W. call for a to bearing.

(ATA Consultant,

Girish V. Nandimath... Global Head Talent Acquisition & AIP

<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xperience Centres
Annexure 3: Confidentiality and IP Terms

Girish V. Nandimath

Global Head Talent Acquir

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TCS Confidential TCSL/DT20207148077

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbal 400 021

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GROSS SALARY SHEET

Annexure 1

| Name | Abhishek Solanki Bhakodia | |
|----------------|---------------------------|--|
| Designation | Graduate Trainee | |
| Institute Name | - Others | |

1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------|
| 1) Fixed Compensation | 192 A 25 A 35 | |
| Basic Salary | 7,950 | 95,400 |
| Bouquet Of Benefits # | 4,343 | 52,110 |
| 2) Performance Pay | | |
| Monthly Performance Pay | 1,500 | 18,000 |
| 3) Annual Components/Retirals | N. SERVER | |
| Health Insurance*** | NA NA | 4,000 |
| Provident Fund | 954 | 11,448 |
| Gratuity | . 382 | 4,589 |
| ESI Contribution## | | 5,379 |
| Total of Annual Components & Retirals | 1,336 | 20,037 |
| TOTAL GROSSnent Category | Mo15/129 | A1,90,926 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

| Monthly Performance Pay Category | Monthly | Annual |
|----------------------------------|---------|--------|
| House Rent Allowance | 3,180 | 38,160 |
| Leave Travel Assistance | 663 | 7,950 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 0 | 0 |
| GROSS BOUQUET OF BENEFITS | 4,343 | 52,110 |

TCS Confidential Component

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021 Personal Autowality (Company Company)

12





Annexure 2

| Altmedahad TCS MF HR Lead Tata Considency Services, Garlina Park,IT/ITES SEZ,Piot # 41, | Bangalore TC5-KP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka |
|---|--|
| Gendhineger - 382007 BUBANESHWAR TCS XP HR Lead Teta Consultancy Services, Training Lab Venuer-Berabati, IRC Block, Ground Floor, Train Consultancy Services Limited, (UNIT-II) - BARBATI Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024 | Chennal TCS XP HR Lead TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, 415/21-24, Kumaran Nagar, Tamil Nadu 600119 TNHB, Sholinganallur, Chennai, Tamil Nadu 600119 |
| DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Feridebad Road, Gawal Pahari, Gurgaon - 122003, | DELHI – Nolda TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Nolda - 201 309, UP |
| Fernans Haryans Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - | Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad |
| TRESON, Assam INDORE TCS XP HR Lead Tata Consultancy Services, T/TES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, | KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords |
| Madhya Pradesh KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , | MUMBAI TCS XP HR Lead Tata Consultancy Services, |
| Kakkanad, Kerala 682042 NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108, | PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra |
| Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India | * , |

TCS Confidential TCSL/DT20207148077

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021





Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TCS Confidential

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TCSL/DT20207148077 Pro TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited (e) All O Deccampark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India Tallier of Cool Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com



14

| THE RESERVE OF THE PARTY OF THE | Water Street | | ALARY & ALLOWANCES | 385 | | |
|--|--|--|--|--|-------------------------|--|
| Candidate Name | A | rathi reddy | | | model - File | |
| Designation | | rainee Process Consultant | Loca | tion Hyder: | | |
| Grade | P | C2 | w.e.f - DOJ | Monthly | Annual | |
| Components | | - | A" FIXED | 7,750 | 2 2 2 2 2 | |
| March Charles | | | A FIXED | 6190 | 7428 | |
| Basic | 474 | | | 2476 | 297 | |
| House Rent Allowance | | The second second second | | 5000 | 600 | |
| Shift Allowance | | and the second | | 1810 | 217 | |
| Skill Allowance | | | | 15476 | 1857 | |
| "A" Sub-total - Gross Pay | | 4年代語の記録は4月1年度1月日本の大学工工 | THE PERSON NAMED IN COLUMN TO SERVICE OF THE PERSON NAMED IN COLUMN TO SERVICE | 19-18-00 E-18-00 E-18- | | |
| | 05 100 | *B* RE | TIRAL BENEFITS | 516 | 61 | |
| Advance against Statutory | Bonus | The second second | | 743 | 86 | |
| Provident Fund (@ 12% | of Basic Pay) – E | mployer's Contribution | | 298 | 31 | |
| Contribute (60 4 8196 of Ros | of Rasic Pay) | | | | | |
| ESIC Contribution (@ 4.75 | % on earned G | ross pay) – Employer's Contr | ibution | 2317 | 9 278 | |
| "B"Sub-total- Retiral be | nefits | | | | 213 | |
| | tal Salary Cost (A + B) | | | | | |
| tomodaly cost(A+D) | | "C" \ | ARIABLE PAY | | | |
| Performance Incentives (6 | a 100% of given | achievement targets) | • | 2000 | 24 | |
| "C" Sub-total - Variable | | ANNEXURE II - S | SALARY& ALLOWA: -3 | 2000 | 24 | |
| L Sub-total- variable | A. P. C. | | | 19793 | 237 | |
| Total Cost to Company (| A+B+C) | "D" INSURAN | CE / OTHER BENEFITS | | | |
| 19 | (A . D . C . D) | | A most designated of the | ition 19793 | rabad 237 Value / P/ | |
| Total Cost to Company: | A+B+C+D) (2 Description | | | | | |
| Benefit / Scheme | | | | 1107 | Rs. 24,000 p. | |
| Performance incentives | Will be paid upon completion of anniversary / annual appraisal (@ 100%). An indicative cost of Rs.16,200/-Per annum towards transport subsidy is incurred by the employer for | | | | | |
| Subsidized Transport Service | commuting between home to office and back. Pacifity to avail but no encashment is given it not availed. | | | | | |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family: | | | | | |
| Group Personal | | | ent insurance policy of the compa | | Rs. 6,00,000. | |
| Group Term Life | You are cover | ed under Group Term Life Insi | urance policy of the company for a | - Condenses State | | |
| ESI Scheme | t | 1) A at | declared will be covered under th | | As applicable | |
| Gratuity | norms of the (| Gratuity Act or in the event of | a minimum of five years continuo demise o: permanent disability o | an employee. | As applical | |
| Advance against provisional minimum statutory bonus | Provided @ 8. be calculated | .33% of your Basic pay (PA) su on maximum Basic Pay subject | abject to the clause: The advance a t to a ceilipg of minimum wages of | gainst statutory bonus will the Land | As applical | |
| Provident Fund | You will be co | vered under Employees Provi | dent Fund (EPF) Scheme under PF | Act. | 12% of Basis p.m | |
| Income Tax | | ncome tax would be deducted | | | As applicable | |
| Professional Tax | If any as per th | ne applicable rules in your stat | te. | | As applicab | |
| | Maria di Salah | | tive Ratings and Earnings Table: | | | |
| Process Target achievemen | it | Below Expectations | 100% | 115% | 125% | |
| PI Eligible amount (Rs. p.a.) | | 0 | 18,000 | 20,700 | 22,500 | |
| 4 | down as the l | aw from time to time. eyer, which may change, including w | rithdrawal at any time without any notice | | 0004 page 2 | |
| Sai Prasad Samudral | а | 500 | | Arathi reddy | | |
| Deputy Manager - Hi | | rece | | Date: | | |
| | uman kesou | I CES | | Date | | |
| peputy manager - m | | | | | | |

I Apper ESIC, family measural or any of the following relatives of an incorred person namely – a spouse, a mixor lightimate or adopted child dependent upon the in the contrige of the incorred person and who is (a) receiving education, cill be or the attains the app of twenty fan years, (b) an unmarried doughter, a child who incorred the incorred person, as long as the infirmity continues and department purcess.

The appear is the second of the incorred person, so long as the infirmity continues and department purcess.

The appear is the second of the incorred person, so long as the infirmity continues and department purcess.

The appear is the second of the incorred person, so long as the infirmity continues and department purcess.

| 2015年1002000 A 1113 161 | ANNEXURE I | - SALARY & ALLOWANCES | 7.50 | | |
|--|--|--|---|--------------|------------------------------------|
| Candidate Name | Avinaash andrews | | 110 | - 1.3. VI | |
| Designation | Trainee Process Consul | tant | ocation | Hydera | bad |
| Grade | PC2 | w.e.f - DOI | Mo | onthly | Annual |
| Components | | "A" FIXED | 0.00 | | |
| The second | | A FIRED | and the same | 6190 | 74280 |
| Basic | THE THE PERSON NAMED IN COLUMN | The state of the s | 218/96 | 2476 | 29712 60000 |
| House Rent Allowance | | | 756 | 5000 | |
| Shift Allowance | | | (198) | 1810 | 21720 185712 |
| Skill Allowance | A STATE OF THE STA | 12312 - 101W A. W. A. 1820 - 1 | 10 THE 18TH P. | 15476 | 185712 |
| "A" Sub-total - Gross Pay | But the state of t | RETIRAL BENEFITS | 1.00 | | 6190 |
| | | | 115 | 516 | 8916 |
| Advance against Statutory Bonus 743 Provident Fund (@12% of Basic Pay) - Employer's Contribution 298 | | | | | |
| Provident Fund (@12% o) | Basic Pay) - Employer's Contribution | | - V. S. | 298 | 3576 |
| Gratuity (@ 4.81% of Basi | cPay) | ontribution | | 760 | 9120 |
| ESIC Contribution (@ 4.75) | % on earned Gross pay) – Employer's C | ond loution | | 2317 | 27804 |
| "B"Sub-total- Retiral ber | nefits | A COMPLETE OF STREET | 10001/4 | 17793 | 213516 |
| Total Salary Cost (A+B) | 所名は10%等か まるからにいばる 4.1 mm 2.4 mm 2.4 mm | C" VARIABLE PAY | - W | 7217 | 21000 |
| | | C TARCHEDELTIC | | 2000 | 24000 |
| Performance Incentives (@ | 100% of given achievement targets) | IF-SALARY & ALLOWA 1035 | 1144 | 2000 | 24000 |
| "C" Sub-total - Variable | | a structure of a conduction of | 1 1 16 | 19793 | 237520 |
| Total Cost to Company (| (+B+C) Avinaash andrews | RANCE / OTHER BENEFITS | | The second | |
| 19 | | AND AND AND ASSESSED. | Location | 19793 | rabad 237520 |
| Total Cost to Company: (| A+B+C+D)*(2 | Description | | | Yalue / PA |
| Benefit / Scheme | | Rs. 24,000 pa** | | | |
| Performance Incentives | Will be paid upon completion of anniversary / annual appraisal (@100%). Will be paid upon completion of anniversary / annual appraisal (@100%) is incurred by the employer for An indicative cost of Rs.16.200/-Per annual towards transport subsidy is incurred by the employer for annual towards to apply that one entitled to a constitution of the c | | | | |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Per an commuting between home to office and An Insurance benefit in the event of den | back. Facility to avail but no enca | shment is given if no ider this Group Insu | rance | Rs. 24,000 p.a** Rs. 6.02,000.00* |
| Group Insurance in Lieu of EDL1 (Under PF Act) | | | | | Rs. 6,00,000.00** |
| Group Personal Accident | You are covered under group personal | accident insurance policy of the c | ompany for a sum of | | Rs. 1,00,000.00** |
| Group Term Life | You are covered under Group Term Life | e Insurance policy of the company | for the Employees St | ate | As applicable*p.m |
| ESI Scheme | Self and your dependent family member | rs as decial ed will be covered and | | t as per the | As applicable* |
| Gratuity | Insurance (ESI) Act. is payable on cessation of employment norms of the Gratuity Act or in the eve | ate of definise of per marient | | | 7.00 5.00 5.00 5.00 |
| Advance against provisional minimum | Provided @ 8.33% of your Basic pay (i be calculated on maximum Basic Pay su | as the same the clause. The adva | ence against statutor | y bonus will | As applicable* |
| statutory bonus | You will be covered under Employees | | | | 12% of Basic Pay p.m |
| Provident Fund | Appropriate Income tax would be dedu | acted in the payroll every month. | 400 | | As applicable*p. |
| ncome Tax | Appropriate income tax would be dead | | - | | As applicable*p. |
| Professional Tax | If any as per the applicable rules in you | r state. | ble: | | |
| The second second second | | ncentive Ratings and Earnings Ta | 115% | | 125% |
| Process Target achievemen | t Below Expectations | 100% | | | |
| 4 29.1% | | 24000 | 27600 | | 30000 |
| PI Eligible amount (Rs. p.a.) | 0 | | | | |

The war William State Samuel A.

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Avinaash andrews Date:

Taper ESC, (polly press all or any of the following relatives of an inserted person namely - a spouse, a minor legitimuse or adopted an experience of the inserted person and who is (s) precising education, (ii) he or she attains the age of eventy the years, (b) an unmanability or injury and is shelly dependent on the earnings of the inserted person, so long as the infamily continues and department a large of the injured person, and the infamily continues and department a large of the injured person, and the infamily continues and department a large of the injured person, so long as the infamily continues and department a large of the injured person, so long as the infamily continues and department a large of the injured person, so long as the infamily continues and department a large of the injured person, so long as the infamily continues and department a large of the injured person, so long as the infamily continues and department a large of the injured person and the inj

| Candidate Name | B. gayathri hima bindu | - SALARY & ALLOWANCES | SV. | RE THAT I'M | |
|--|--|--|---------------------------------------|------------------|--|
| Designation | Trainee Process Consult | ant | | 2 10 10 | |
| Grade | PC2 | Locati | | | |
| Components | | w.e.f - DO | Monthly | Annual | |
| domponents | ACTION OF THE PERSON OF | "A" FIXED | 4400 | 74280 | |
| Rasic | AND THE PARTY OF THE PARTY OF | THE REPORT OF THE PARTY OF THE | 6190 | 29712 | |
| House Rent Allowance | A CHANGE TO PROPER THE PARTY OF | ton, ellisty stelle in the | 5000 | 60000 | |
| Shift Allowance | | THE SHEET WITH SECTION | | | |
| Skill Allowance | | | 1810 | 21720 | |
| "A" Sub-total - Gross Pa | CONTRACTOR OF THE PROPERTY OF THE PARTY OF T | PASSES THE THE PASSES | 15476 | 185712 | |
| A Sub-total- orossia | *B*1 | RETIRAL BENEFITS | ets. | | |
| Advance against Statutory | Panne | | 516 | 6190 | |
| Advance against statutory | of Basic Pay) - Employer's Contribution | | 743 | 8916 | |
| | | | 298 | 3576 | |
| Gratuity (@ 4.81% of Bos | ic Pay) | | 760 | 9120 | |
| ESIC Contribution (@ 4.75 | % on earned Gross pay) – Employer's Con | ntribution | 2317 | 27804 | |
| B'Sub-total- Retiral be | nefits | | 17793 | 213516 | |
| Total Salary Cost (A+B) | teaming an in a look that we are seen at | 2. 11. 11. 11. 11. 12. 12. 12. 12. 12. 1 | 1//93 | 213310 | |
| | "(| " VARIABLE PAY | | 2400 | |
| erformance Incentives f | 100% of given achievement targets) | | 2000 | | |
| C" Sub-total. Variable | ANNEXURE II | - SALARY & ALLOWANTES | 2000 | 2400 | |
| C Sub-total Variable | A+B+C) B. gavathri hima bindu | | 19793 | 23752 | |
| otal Cost to Company (| A+B+L) P. STANDING | ANCE / OTHER BENEFITS | | | |
| 5 - 1 1 1 1 1 1 1 1 1 1 | | | 19793 | rahad 23752 | |
| Fotal Cost to Company: | A+B+C+D)*C2 | Control of the second of the s | 17775 | Value / PA | |
| Benefit / Scheme Description | | | | | |
| Performance Will be paid upon completion of anniversary / annual appraisal (@100%). | | | | | |
| | | | | | |
| ubsidized Transport An indicative cost of Rs.16,200/-Per annum towards transport subsidy is incurred by the employer for | | | | | |
| commuting between home to office and back. Facility to avail but no encashment is given if not availed. | | | | | |
| Group Insurance in Lieu An Insurance benefit in the event of demise of an employee is provided under this Group Insurance | | | | | |
| fEDLI (Under PF Act) | Scheme during an employees term, to his | Nominee/Family: | - C. C. C. | Rs. 6.00.000,00° | |
| roup Personal | Personal You are covered under group personal accident insurance policy of the company for a sum of | | | | |
| ccident | | | | Rs. 1.00,000.00 | |
| | Self and your dependent family members as declared will be covered under the Employees State | | | | |
| SI Scheme | neme Self and your dependent family members as declared will be covered under the employees state Insurance (ESI) Act. | | | | |
| | is payable on cessation of employment af | ter a minimum of five years continuous | employment as per the | As applicable | |
| ratuity | norms of the Gratuity Act or in the event | of demise or permanent disability of a | n employee. | As applicable | |
| dvance against rovisional minimum tatutory bonus | Provided @ 8.33% of your Basic pay (PA) be calculated on maximum Basic Pay subj |) subject to the clause: The advance aga ject to a ceiling of minimum wages of th | ainst statutory bonus will se Land | As applicable | |
| rovident Fund | You will be covered under Employees Pro | ovident Fun d (EPF) Scheme under PF A | Act. | 12% of Basic P | |
| | Appropriate Income tax would be deduct | S SECTION AND ADDRESS OF THE RESERVE AND ADDRESS | | As applicable* | |
| come Tax Con | | | | | |
| ofessional Tax - | .If any as per the applicable rules in your s | | | As applicable | |
| | Performance Inc | entive Ratings and Earnings Table: | | | |
| 11.00 | | 100% | 115% | 125% | |
| ocess Target achievemen | | | 24.800.75 | | |
| rocess Target achievemen | 20.000 | | | | |
| 2 * 1 - 1 da (1) | 0 | 18,000 | 20,700 | 22,500 | |
| Eligible amount (Rs. p.a.) tutory Schemes are subject to these are voluntary schemes of | O change as per the Law from time to time. Fered by the Employer, which may change, including | | 20,700 | 22,500 | |
| Eligible amount (Rs. p.a.) tutory Schemes are subject to these are voluntary schemes of | change as per the Law from time to time. fered by the Employer, which may change, includin | | , N | | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to hese are voluntary schemes of fillules i Prasad Samudrals | change as per the Law from time to time. fered by the Employer, which may change, includin | | B. gayathri him | | |
| Eligible amount (Rs. p.a.) tutory Schemes are subject to hese are voluntary schemes of (11 tube) | change as per the Law from time to time. fered by the Employer, which may change, includin | | , N | | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to nese are voluntary schemes of fit index i Prasad Samudrals puty Manager - Hu | change as per the Law from time to time. fered by the Employer, which may change, including an a | | B. gayathri him | | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to hese are voluntary schemes of fillules i Prasad Samudrals | change as per the Law from time to time. fered by the Employer, which may change, including an a | | B. gayathri him | | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to nese are voluntary schemes of fit index i Prasad Samudrals puty Manager - Hu | change as per the Law from time to time. fered by the Employer, which may change, including an a | | B. gayathri him | | |
| Eligible amount (Rs. p.a.) support Schemes are subject to less are voluntary schemes of friends: I Prasad Samudral sputy Manager - Hu nduja Global Solut | change as per the Law from time to time. Fered by the Employer, which may change, including the change as per the Law from time to time. A timan Resources tions Limited | g withdrawal at any time without any notice. | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) untery Schemes are subject to use are voluntary schemes of in Prasad Samudrals puty Manager - Ht nduja Global Solut r ESIC, family means all or amy of | change as per the Law from time to time. fered by the Employer, which may change, including man Resources ions Limited the following relatives of an insured person namely > a se | g withdrawal at any time without any notice. | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) uttory Schemes are subject to use a revoluntary schemes of reads: Prasad Samudral; puty Manager - Hu nduja Global Solut PESC, family means all or any of corrulage of the toused person aix | change as per the Law from time to time. The time of time to time to time. The time of time to time to time. The time of time to time to time. The time of time time time time time to time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time time. | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) utory Schemes are subject to test are voluntary schemes of i Prasad Samudral i Prasad Samudral i Prasad Solut utory nduja Global Solut resset, family means all or any of carriage of the insured person and allow or large and which deeper | change as per the Law from time to time. fered by the Employer, which may change, including man Resources ions Limited the following relatives of an insured person namely > a se | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) utory Schemes are subject to test are voluntary schemes of i Prasad Samudral i Prasad Samudral i Prasad Solut utory nduja Global Solut resset, family means all or any of carriage of the insured person and allow or large and which deeper | change as per the Law from time to time. The time of time to time to time. The time of time to time to time. The time of time to time to time. The time of time time time time time to time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time time. | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) uttory Schemes are subject to ose are voluntary schemes of season are voluntary schemes of the season | change as per the Law from time to time. The time of time to time to time. The time of time to time to time. The time of time to time to time. The time of time time time time time to time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time time. | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to tee are voluntary schemes of the schemes are voluntary schemes of the | change as per the Law from time to time. The time of time to time to time. The time of time to time to time. The time of time to time to time. The time of time time time time to time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time. | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |
| Eligible amount (Rs. p.a.) nutory Schemes are subject to these are voluntary schemes of a subject to the schemes of the schem | change as per the Law from time to time. The time of time to time to time. The time of time to time to time. The time of time to time to time. The time of time time time time to time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time. The time of time time time time time time. | ng withdrawal at any time without any notice. The without any notice, and the without | B. gayathri him Date: | a bindu | |

| Candidate Name | I De | c salomi | SALARY & ALLOWAN | at the state of | 10000 | CONTRACTOR OF THE |
|---|--|---|--|---|-------------------------|-------------------------|
| Designation | Tr | inee Process Consultan | t | | Contract of | |
| Grade | PC | | all and the first | Location | | rabad |
| Components | 100 | | w.e.f, DO | 1000 | Monthly | Annual |
| Components | / | ensol to ensolve the | 'A" FIXED | 15,10 | | |
| Basic. | The second | 114 10 0 0 | 10 TO 100 | 1000 | 6190 | 74280 |
| House Rent Allowance | 1 S H 3 - 1 | | | 1 234 | 2476 5000 | 29712 60000 |
| Shift Allowance | | THE RESERVE | 300 | 75000 | | 21720 |
| Skill Allowance | | | | | 1810 | 185712 |
| "A" Sub-total - Gross Pay | A CONTRACTOR OF THE | ATTENDED TO THE PERSON OF THE | DANIE PROPERTY BANK ASSESSMENT | 5 SCAM 5 | 15476 | 185712 |
| A Jub total dioset a | The second secon | "B" RE | TIRAL BENEFITS | | | 6190 |
| Advance against Statutory | Ronus | | | | 516 | |
| Provident Fund (@ 12% o | f Rasic Pay) - Em | ployer's Contribution | | - 76-5 | 743 | 8916 |
| Gratuity (@ 4.81% of Bas | | | 100 | 5,8,42 | 298 | 3576 |
| Cratuity (@ 4.01% of Bus | % on somed Cr | ss pay) – Employer's Contr | fbution | VAGG | 760 | 9120 |
| *B*Sub-total-Retiral be | | 33 pagy - Employer 5 com | | 30.2 | 2317 | 27804 |
| Total Salary Cost (A+B) | delica | | 12/16/12/23 25 25 | 1 1 10000 | 17793 | 213516 |
| Total Satary Cost (A + b) | REMINISTER CO. | *C" 1 | VARIABLE PAY | | | |
| Performance Incentives (@ | 100% of given | chievement taraets) | | - 176 | 2000 | 24000 |
| "C" Sub-total - Variable | 100 70 0) given | ANNEXURE II | SALARY & ALLOWA: | The state of | 2000 | 24000 |
| Total Cost to Company (| A P + C) I II s | c salomi | THE PARTY OF THE PARTY OF | and the second | 19793 | 237520 |
| Total Cost to Company (| ATBTC) | "D" INSURAN | CE / OTHER BENEFIT: | 5 | | |
| Total Cost to Company: | A+R+C+DVC | Lister State of the B | CONTRACTOR OF THE | r-1-reation | 19793 | Value / PA |
| | Senefit / Scheme Description | | | | | |
| Performance | Annual appraisal (@100%) | | | | | Rs. 24,000 pa** |
| Incentives | Will be paid upon completion of anniversary / annual appraisal (@100%). | | | | | |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed. | | | | | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Incurance be | mefit in the event of demise on an employees term, to his No | of an employee is provide | d under this Group | Insurance | Rs. 6,02,000.00* |
| Group Personal Accident | You are covered | under group personal accid | ent insurance policy of t | | m of- | Rs. 6,00,000.00** |
| Group Term Life | You are covered | under Group Term Life Ins | arance policy of the comp | oany for a sum of- | | Rs. 1,00,000.00** |
| ESI Scheme | Self and your de | pendent family members as | declared will be covered | under the Employe | | As applicable*p.n |
| Gratuity | in namehia an ca | ssation of employment after atuity Act or in the event of | a minimum of five years demise or permanent dis | continuous employ ability of an employ | ment as per the rec. | As applicable* |
| Advance against provisional minimum statutory bonus | Drawided @ 83 | 8% of your Basic pay (PA) su maximum Basic Pay subject | hiert to the clause: The | dvance against stat | | As applicable* |
| Provident Fund | You will be cove | red under Employees Provi | dent Fund (EPF) Scheme | under PF Act. | | 12% of Basic Pay p.m |
| Income Tax | Appropriate Inc | ome tax would be deducted | in the payroll every mor | th. | | As applicable*p.r |
| | | applicable rules in your stat | | | | As applicable*p.r |
| Professional Tax | -11 any as per the | Performance Incent | ive Ratings and Earnings | Table: | | |
| Process Target achievemen | t | Below Expectations | 100% | 11 | 5% | 125% |
| | | | | | 500 | 30000 |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

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B.s.c salomi Date:

Property of the state of the st

| Candidate Name | Geetha | 1 | | 11/91 | | - 68-38-W-W |
|---|--|--|--|---|-------------------------|------------------------|
| Designation | Traine | e Process Consultan | | Location | Hyder | ahad |
| Grade | PC2 | | 7 1001 | LOCAGON | Monthly | Annual |
| Components | TYLE STATE | | w.e.f - DO] | 17.7 | | |
| 3.1 | | | A" FIXED | 1000 | 6190 | 74280 |
| Basic | | | | 26 | 2476 | 29712 |
| House Rent Allowance | | | | | 5000 | 60000 |
| Shift Allowance | | | | | 1810 | 21720 |
| Skill Allowance | | 11/2 | | TOTAL ST | 15476 | 185712 |
| "A" Sub-total - Gross Pay | · ATTEN TERMINA | 2000年 | MANAGEMENT TO THE TANK | * 200000 | 20110 | |
| | | "B" RE | TIRAL BENEFITS | | 516 | 6190 |
| Advance against Statutory | Bonus | | | | 743 | 891 |
| Provident Fund (@ 12% | f Basic Pay) - Empley | er's Contribution | 0.0 | 1 1/1 | 298 | 357 |
| Gratuity (@ 4.81% of Bas | ic Pay) | | | | 760 | 912 |
| ESIC Contribution (@ 4.75 | % on earned Gross po | y) – Employer's Contr | ibution | - 10 | 2317 | 27804 |
| "B"Sub-total- Retiral be | nefits | | | | | 21351 |
| Total Salary Cost (A+B) | | 阿拉斯阿拉斯 中亚山南西亚 | 国际的 100 mm 100 | 1 115583 | 17793 | 21331 |
| | | | ARIABLE PAY | | | 2400 |
| Performance Incentives (@ | 100% of given achie | vement targets) | | | 2000 | 2400 |
| "C" Sub-total - Variable | | ANNEXURE II - S | ALARY & ALLOWY | 112 01 40 | 2000 | 23752 |
| Total Cost to Company (| A+B+C) Geetha | | | 7 | 19793 | 23/52 |
| D- , | | "D" INSURAN | CE / OTHER BENEFIT | | | |
| Total Cost to Company: | A+B+C+D)*C2 | THE PARTY OF THE P | (地方は二十年世上後) | adaption | 19793 | rabad = 23752 |
| Benefit / Scheme | | | Description | | | Value / PA |
| Performance Incentives | | mpletion of anniversary | | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | commuting between | Rs.16,200/-Per annum t home to office and back | . Facility to avail but no | encashmen: is giver | if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit Scheme during an em | in the event of demise o ployees term, to his Nor | fan employee is provide ninee/Family: | d under this Group | Insurance | Rs. 6,02,000.00* |
| Group Personal Accident | | er group personal accid | | | ım of- | Rs. 6,00,000.00* |
| Group Term Life . | You are covered unde | er Group Term Life Insu | rance policy of the com | pany for a sum of- | 74 | Rs. 1,00,000.00* |
| ESI Scheme | Insurance (ESI) Act. | ent family members as | | | | As applicable*p. |
| Gratuity | is payable on cessation | on of employment after : Act or in the event of o | n minimum of five years demise or permanent di | continuous employ sability of an emplo | ment as per the yee. | As applicable* |
| Advance against provisional minimum statutory bonus | Provided @ 8.33% of be calculated on maxi | your Basic pay (PA) su mum Basic Pay subject | bject to the clause: The to a ceiling of minimum | dvance against sta wages of the Land | utory bonus will | As applicable* |
| Provident Fund | You will be covered u | nder Employees Provid | lent Fund (EPF) Scheme | under PF Act. | | 12% of Basic Pa p.m |
| ncome Tax | Medie of the State | tax would be deducted i | | nth. | | As applicable*p |
| Professional Tax | If any as per the appli | cable rules in your state | | 4 3 7 | | As applicable*p |
| | | | ve Ratings and Earnings | | The second | Marie Teller |
| rocess Target achievemen | Belo | w Expectations | 100% | 11 | 5% | 125% |
| I Eligible amount (Rs. p.a.) | | 0 | 24000 | 27 | 600 | 30000 |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Geetha.t Date:

| Candidate Name | angle of the New Asset A | 4.5.2128-6 | ANNEXURE II | - SALARY & ALLOW | ANCES: | | THE PARTY NAMED IN |
|--|--|------------------------|--|--|---|-----------------------------|-------------------------|
| Designation PC2 Rec. DO | | | | | 7. 000 | | |
| Components | | | Trainee Process Consult | ant | 4 1 17 30.5 | | -shed |
| Service Components Compon | | | | (2.75年) | Location | | |
| A FIRED | | | 77 - 07 07- | | 1. | Monthly | Annuar |
| Basic House Rest Allowance \$12476 29712 House Rest Allowance \$1500 66000 Silt Allowance \$1510 21720 Silt Allowance \$1510 217 | Components | North D | | "A" FIXED | 117.60 | | 74700 |
| House Rest Allowance 5000 60000 Salif Allowance 1810 21720 Salif Allowance 1810 21720 Salif Allowance 1810 21746 168712 Af Sub-total - Gross Pay ** pressure and analysis of the sality of | Davis | | Water than the second | | 1,410 | | |
| Salit Allowance AS Sub-total - Gross Pay Essace 1850 18576 18576 18576 18571 18576 18571 18 | | 200 20 | A second of the second | THE PARTY OF THE P | | | |
| Advance against Sautory Bonus For RETIRAL BENEFITS Advance against Sautory Bonus For RETIRAL BENEFITS 156 6190 Advance against Sautory Bonus For RETIRAL BENEFITS 516 6190 743 743 8916 6190 743 743 8916 6190 743 743 8916 6190 744 745 745 745 746 747 747 747 | | | West Nave and Depth of | | | | |
| Advance against Santory Bonus Provident Fund (© 12% of Bask Pay) - Employer's Contribution Provident Fund (© 12% of Bask Pay) - Employer's Contribution Provident Fund (© 12% of Bask Pay) - Employer's Contribution Provident Fund (© 12% of Bask Pay) Provident Fund (© 12% of Bask Pay) Provident Fund (© 12% of Bask Pay) - Employer's Contribution Provident Fund (© 12% of Bask Pay) Provident Fund (© 12% | | F | 11-11-11-11-11-11-11-11-11-11-11-11-11- | AL VENDOR LA | + 5 | | |
| Advance against Satutory Bonus Provident Pund (Pd 12% of Bask Pay) - Employer's Contribution Provident Pund (Pd 12% of Pund Pund (Pd 12% of Pund Pund Pund (Pd 12% of Pund Pund Pund (Pd 12% of Pund Pund Pund Pund (Pd 12% of Pund Pund Pund Pund Pund (Pd 12% of Pund Pund Pund Pund Pund Pund Pund Pund | BA* Cub total - Cross Pa | P. State Committee | 東京人口から、大田とうようははいませんか | 中国的 经收益的 | 10,3462 | 15476 | 103/12 |
| Advance against Sautuory Bonus Provident Paul (e 1286 of Basic Pay) - Employer's Contribution 743 745 746 747 747 747 747 747 747 747 748 749 750 750 750 750 750 750 750 750 750 750 | A Sub-total di cost a | Total Property | .B. | RETIRAL BENEFITS | 7.0 | | (100 |
| Provident Pund (P 1286 of Baske Pay) - Employer's Contribution 296 3576 (Fatalty) (P 4.618 of Baske Pay) - Employer's Contribution 297 3760 39150 (Fatalty) (P 4.618 of Baske Pay) - Employer's Contribution 298 377 27804 378 378 378 378 378 378 378 378 378 378 | Advance senings Catutors | Ronne | | | 1 | | |
| Grabulty (© 4.61% of Basic Pay) ESIC Contribution (© 4.75% on earned dross pey) - Employer's Contribution 760 **Sub-total-Retiral benefits** Total Statry Cost (A+B) 7793 **Z** **Total Statry Cost (A+B) 7793 **Z** * | Possed June Found (@ 1204) | of Basic Pay | . Fmnlover's Contribution | THE REAL PROPERTY. | 1 10 | 10.00 | |
| FSVs.b.total.extral plenefits FSVs.b.total.extral plenefit | | | , zanpisy ii c zani | THE PERSON NAMED IN | The state of | | |
| Tribal Stary Cost (A+B) "C' VARIABLE PAY Total Stary Cost (A+B) "C' VARIABLE PAY 2000 24000 2C' Sub-total- Variable ANNEXUR: IL SALARY & ALLOWALES Total Cost to Company: (A+B+C) Hemosthin Total Cost to Company: (A+B+C) Hemosthin To 'INSURANCE / OTHER BENEFITS Total Cost to Company: (A+B+C) Hemosthin To 'INSURANCE / OTHER BENEFITS Total Cost to Company: (A+B+C) Hemosthin To 'INSURANCE / OTHER BENEFITS Total Cost to Company: (A+B+C) Hemosthin To 'INSURANCE / OTHER BENEFITS Total Cost to Company: (A+B+C) Hemosthin Tota | Gratuity (@ 4.81% of Ba | ac Pay) | d Cross new) - Employer's Co. | ntribution | 22 | | |
| Total Cost to Company (A+B+C) Hemostim PiNSURANCE / OTHER BENEFITS 19793 237520 237 | ESIC Contribution (@ 4.7) | 5% on earns | ea Gross pay) - zampioyer s co | 10.10111111 | 1.0 | | |
| Performance incentives (© 100% of given ochievement targets) CS Sub-total- Variable ANNEXURE: SALARY & ALLOWALES 2000 24000 25 Sub-total- Variable ANNEXURE: SALARY & ALLOWALES 2000 24000 25 Sub-total- Variable 19793 237520 Total Cost to Company (A+B+C) Henostin P' INSURANCE / OTHER BENEFITS Total Cost to Company: (A+B+C) Per Annexure Benefit / Scheme Performance Will be paid upon completion of anniversary / annual appraisal (© 100%). Rs. 24,000 pa** Rs. 24,000 pa** Rs. 24,000 pa** Service Computing between home to office and back. Facility to avail but no encesthment is given if not availed. Group Insurance is Lieu An Insurance benefit in the event of demise of an employee is provided under this Group insurance Rs. 6,02,000.00** Scheme during an employees term, to his Nomince / Family: Toroup Farsonal You are covered under group Term Life insurance policy of the company for a sum of scheme during an employee stem, to his Nomince / Family: Si Scheme Self and your dependent family members as declared will be covered under group Term Life insurance policy of the company for a sum of sum of the company of the company for a sum of sum of the company of the company for a sum of sum of the company of the company for a sum of sum of the company of the company for a sum of sum of the company of the company of the company for a sum of sum of the company of the company for a sum of sum of the company of the c | | | er syntage of the state of the state of the | DISTRIBUTED OF THE | E 1000 | 17793 | 213516 |
| Performance Incentives (© 100% of given achievement torgets) 2000 240000 **C*Sub-total-Variable** ANNEXURITE SALARY NALLOWALES 2000 237520 Total Goat to Company (A+8+C) Hemarkian 237520 Total Cost to Company (A+8+C) Hemarkian 237520 Benefit /Scheme Description 19793 Inland 237520 Benefit /Scheme Will be paid upon completion of anniversary / annual appraisal (© 100%). Res. 24,000 pa** An indicative cost of Es.16,200/ Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Feelility to avail but on encambners is given if not availed. To commuting between home to office and back. Feelility to avail but on encambners is given if not availed. To complete the during an employees term, to his Nominee/Family: An indicative cost of Es.16,200/ Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Feelility to avail but on encambners is given if not availed. To compute the computer of the company for a sum of substitute of the computer | Total Salary Cost (A+B) | NEW TOTAL | The second secon | VARIABLE PAY | 1000 | Delta de la constante | |
| Tribul Cost to Company (A+B+C) Thomastum To 'INSURANCE / OTHER BENEFITS 19793 237520 Total Cost to Company (A+B+C) Thomastum To 'INSURANCE / OTHER BENEFITS 19793 19793 237520 Total Cost to Company: (A+B+C) Thomastum Benefit / Scheme 19793 | | - 1000/ - 5- | | Trutinocotti | | 2000 | |
| Total Cost to Company (A+B+C) Hemastrin Total Cost to Company (A+B+C) Hemastrin Total Cost to Company (A+B+C) Hemastrin Description 19793 237520 Renefit / Scheme 19793 1910 237520 Renefit / Scheme 2010 19793 1910 237520 Respective 19793 1910 237520 Note of the company (A+B+C+D) 19793 1910 237520 Res. 24,000 pa** Res. 24,000 pa** An indicative cost of 85.65.200.Per ansum towards transport subsidy is incurred by the employer for commuting between home to office and back. Pecility to avail but no encambera is given if not availed. Commuting between home to office and back. Pecility to avail but no encambera is given if not availed. Scheme during an employees term, to his Nominec/Family: Res. 24,000 pa** Res. 26,002,000.00* Res. | | 2 100% of g | ANNEYTHER | SALARY & ALLOW | 2.11% | 2000 | |
| Total Cost to Company: (A+B+C+D)*** Total Cost to Company: (A+B+C+D)*** Performance Benefit / Scheme Performance Will be paid upon completion of anniversary / snanual appraisal (@100%). Rs. 24,000 pa** An indicative cost of fis.16,200/-Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed. An insurance benefit in the event of demise of an employee is provided under this Group Insurance expension. A pour accovered under event of demise of an employee is provided under this Group Insurance expension. You are covered under output personal accident insurance policy of the Company for a sum of- scheme during an employees term, to his Nominee/Pamily: You are covered under Group Term Life insurance policy of the company for a sum of- screup Term Life You are covered under Group Term Life insurance policy of the company for a sum of- screup Term Life Si Scheme Self and your dependent family members as declared will be covered under the Employees State insurance (SD) Action of employment share a minimum of Nev years continuous employment as per the portune of the Gratuity Act or in the event of demise up permanent disability of an employee. As applicable* portune Tax Appropriate income tax would be deducted in the payroll every month. As applicable*p. Performance incentive Ratings and Earnings Table: Performance incentive Ratings and Ea | "C" Sub-total - Variable | American. | | Contract of the second | THE PARTY OF | 19793 | 237520 |
| Total Cost to Company: (A * B * C + D)**(12) Description Description Page Pa | Total Cost to Company (| A+B+C) | *D* INCID | ANCE / OTHER RENER | TTS | | |
| Renefit (Scheme Performance Performanc | CL STATE OF | | | AMGE / OTHER DESIGN | | 19793 | rahad 237520 |
| Will be paid upon completion of anniversary / annual appraisal (@ 100%). Rs. 24,000 pa** Rs. 26,000,000* Rs. 6,002,000.00* Rs. | | A+B+C+ | DJ CZ | Doccrintion | 1 | 2 | Value / PA |
| Subsidized Transport An indicative cost of Sta. 2009-Per anum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed. Group insurance la Lieu Stative cost of Sta. 2009-Per anum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed. For the provision of the community of the community of the company for a sum of the community of the company for a sum of the sum of the company for a sum of the sum of the company for a sum of the s | | | | | 5000007 | 100 | |
| commuting between home to office and back. Facility to avail but no encashment is given in not availed. commuting between home to office and back. Facility to avail but no encashment is given in not availed. Tough Tersonal You are covered under group personal accident insurance policy of the company for a sum of- Rs. 6,02,000.00°* Rs. 6,02,000.00°* Rs. 6,00,000.00°* Rs. 1,00,000.00°* As applicable*p. Insurance [ESI] Act. | ncentives | | | | | al a service of the | 9554011036503-5105-3 |
| Scheme during an employees term, to his Nomince/Family: Tough Fersonal You are covered under group personal accident insurance policy of the company for a sum of- Rs. 1,00,000.00** | Subsidized Transport Service | commutin | a between home to office and ba | ack. Facility to avail but : | no encashment is g | ven if not availed. | Rs. 24,000 p.a** |
| Troup Fersonal Accident Trous Control of the Company for a sum of Rs. 6,00,00.00°* Accident Trous Control of | Group Insurance in Lieu | An Insura Scheme du | nce benefit in the event of demis gring an employees term, to his | e of an employee is prov Nominee/Family: | rided under this Gr | oup Insurance | Rs. 6,02,000.00* |
| Trough Term Life You are covered under the Employees State Insurance [ESI] Act. Self and your dependent naminy members as declared will be covered under the Employees State Insurance [ESI] Act. Is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratulty Act or in the event of dennise up permanent disability of an employee. As applicable*px divance against rovisional minimum the calculated on maximum Basic Pay (PA) subject to the clauser. The advance against statutory bonus will be calculated on maximum Basic Pay (PA) subject to a ceiling of minimum wages of the Land You will be covered under Employees Provident Fund (EPF) Scheme under PF Act. 12% of Basic Pay publicable*px rovisional Tax Appropriate Income tax would be deducted in the payroll every month. As applicable*px Performance incentive Ratings and Earnings Table: Performance incentive Ratings and Earnings Table: Performs the Company of the Company Table: Performance incentive Ratings and Earnings Table: 1000000 115% 125% | Group Personal | You are co | vered under group personal ac | cident insurance policy | | | |
| Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act. Insurance (ESI) Act. Insurance (ESI) Act. Is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the frantily Act or in the event of demise up permanent disability of an employee. As applicable* particular divance against transcription of the calculation of | | You are co | vered under Group Term Life I | nsurance policy of the co | ompany for a sum o | f- | Rs. 1,00,000.00** |
| is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise og permanent disability of an employee. As applicable* to restant on the control of emise of permanent disability of an employee. Provided © 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a celling of minimum wages of the Land around the calculated on maximum Basic Pay subject to a celling of minimum wages of the Land around the calculated on maximum Basic Pay subject to a celling of minimum wages of the Land around the calculated on maximum Basic Pay subject to a celling of minimum wages of the Land around the calculated on maximum Basic Pay subject to a celling of minimum wages of the Land around the Land around the calculated on the Land around the Lan | SI Scheme | Self and yo | ur dependent family members | as declared will be cove | red under the Emp | oyees State | As applicable*p.n |
| dvance against vorvisional minimum be calculated on maximum Basic Pay subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a celling of minimum wages of the Land You will be covered under Employees Provident Fund (EPF) Scheme under PF Act. 12% of Basic Pay p.m. Appropriate Income tax Appropriate Income tax would be deducted in the payroll every month. As applicable*p. rofessional Tax Ifany as per the applicable rules in your state. As applicable*p. Performance Incentive Ratings and Earnings Table: 100% 115% 125% 1000000000000000000000000000000000000 | iratuity | in necessits. | on correction of employment aff | er a minimum of five year | ars continuous emp disability of an em | oloyment as per the ployee. | As applicable* |
| rovident Fund You will be covered under Employees Provident Fund (EPF) Scheme under PF Act. 12% of Basic Fay Bus Pay | dvance against rovisional minimum | Provided 6 | R 8 33% of your Basic nay (PA) | subject to the clause: T | he advance against | statutory bonus will | As applicable* |
| come 12 Appropriate montes and propriate applicable rules in your state. As applicable rule rolessional Tax Hany as per the applicable rules in your state. As applicable rules in your state. Performance Incentive Ratings and Earnings Table: 115% 125% | rovident Fund | You will be | covered under Employees Pro | vident Fund (EPF) Sche | me under PF Act. | | 12% of Basic Pay p.m |
| robessional Tax ITany as per treapment Tunes in your state. ITany as per treapment Property Property Property | come Tax | Appropria | te Income tax would be deduct | ed in the payroll every n | nonth. | | As applicable*pa |
| Performance Incentive Ratings and Earnings Table: 100% 115% 125% 100% 20000 | rofessional Tay | If any as pe | r the applicable rules in your s | tate. | | | As applicable p. |
| ocess Target achievement Below Expectations 100% 115% 125% | Openanoum rak | many and pre | Performance Inco | entive Ratings and Earni | ngs Table: | | |
| 24000 27600 30000 | rocess Target achievemen | | | | - | 115% | 125% |
| | | | | 24000 | | 27600 | 30000 |

* These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any not

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited Hemasri.m Date:

duja Global Solutions Limited

Apper EDC, family mapsu allor any of the following mistives of an insured person numely > a spoose, a minor ingitimate or adopted child dependent upon the insured person, a child who is wholly dependent parties are insured person and who is (a) necessive procedured, or a status it is age of leverty five years. (b) as unamented daughter, a child who is infirm by eason or any physical or menta plannantally or fellow and wholly dependent on the earnings of the insured person. (a) one and is infirmly occurrent and department person.

Transfer a security

| 的是一个不同,这个性性不同人的。 | ANNEXURE II - SALAI | RY & ALLOWANC | E9 | 100 | |
|--|--|--|---|---------------------------|--|
| Candidate Name | John.b | 1000 | 1 113 | 100 | March Do |
| Designation | Trainee Process Consultant | 1.500 | | Hyder | -abad |
| Grade | PC2 | | Location | Monthly | Annual |
| Components | | .f - DOJ | d tells | Monuny | Annuai |
| read = value in | "A" FI | XED | | 6190 | 7428 |
| Basic | Mary Mary Committee of Mary 1985 and the | | | 2476 | 2971 |
| House Rent Allowance | | | | 5000 | 6000 |
| Shift Allowance | | | | 1810 | 2172 |
| Skill Allowance | | AND REAL PROPERTY. | 4 | 15476 | 18571 |
| "A" Sub-total - Gross Pay | "B" RETIRAL | DENEETS | 7 | - | |
| | | LBENEFIIS | 1 | 516 | 619 |
| Advance against Statutory I | Basic Pay) – Employer's Contribution | • | 1.11 | 743 | 89 |
| | | | | 298 | 357 |
| Gratuity (@ 4.81% of Basi | :Pay) | | | 760 | 91 |
| "B"Sub-total- Retiral ber | % on earned Gross pay) - Employer's Contribution | on | 04 | 2317 | 2780 |
| | ients | The Property Co. | A resident | 17793 | 2135 |
| Total Salary Cost (A + B) | "C" VARIA | ARI F PAV | | | |
| n f 1 1 1 10 10 | 100% of given achievement targets) | TOLE I'AI | - | 2000 | 240 |
| "C" Sub-total - Variable | ANNEXURE H - SALA | RY& ALLOWAY | 15 | 2000 | 2400 |
| Total Cost to Company (| | THE PROPERTY OF | 2 | 19793 | 2375 |
| Total Cost to Company (| "D" INSURANCE / | OTHER BENEFITS | | | |
| Total Cost to Company: (| | | * Location | 19793 | |
| Benefit / Scheme | De De | scription | | | Value / PA |
| Performance Incentives | Will be paid upon completion of anniversary / ann | | | | Rs. 24,000 p.a* |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Per annum towar commuting between home to office and back. Faci | lity to avail but no e | ncashment is give | n if not availed. | Rs. 24,000 p.a* |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the event of demise of an e Scheme during an employees term, to his Nomines | mployee is provide | d under this Grou | p Insurance | Rs. 6,02,000.00 |
| Group Personal | You are covered under group personal accident in | surance policy of th | e company for a s | um of- | Rs. 6,00,000.00 |
| Accident Group Term Life | You are covered under Group Term Life Insurance | e policy of the comp | any for a sum of- | | Rs. 1,00,000.00 |
| | Selfand your dependent family members as decla | red will be covered | under the Employ | | As applicable*p |
| ESI Scheme | | | | | As applicable |
| ESI Scheme Gratuity | 1 11 | imum of five years | continuous emplo ability of an emplo | yment as per the oyee. | As applicable |
| Gratuity Advance against provisional minimum | is payable on cessation of employment after a min norms of the Gratulty Act or in the event of demic Provided @ 8.33% of your Basic pay (PA) subject be calculated on maximum Basic Pay subject to a | nimum of five years of se or permanent dis to the clause: The a | dvance against sta | yee. | As applicable |
| Gratuity Advance against provisional minimum statutory bonus | is payable on cessation of employment after a min norms of the Gratulty Act or in the event of demi- | nimum of five years of se or permanent dis to the clause: The a celling of minimum v | ability of an emplo dvance against sta wages of the Land | yee. | As applicable |
| Gratuity Advance against provisional minimum | is payable on cessation of employment after a min norms of the Gratulty Act or in the event of demi- Provided @ 8.33% of your Basic pay (PA) subject be calculated on maximum Basic Pay subject to a | almum of five years of se or permanent dis to the clause: The a celling of minimum v | dvance against sta wages of the Land under PF Act. | yee. | As applicable 12% of Basic P p.m As applicable |
| Gratuity Advance against provisional minimum statutory bonus Provident Fund Income Tax | is payable on cessation of employment after a min norms of the Gratulty Act or in the event of demi Provided @ 8.33% of your Basic pay (PA) subject to a con- ble calculated on maximum Basic Pay subject to a co- You will be covered under Employees Provident Appropriate Income tax would be deducted in the | almum of five years of se or permanent dis to the clause: The a celling of minimum v | dvance against sta wages of the Land under PF Act. | yee. | As applicable 12% of Basic P: p.m As applicable* |
| Advance against provisional minimum statutory bonus Provident Fund | is payable on cessation of employment after a min norms of the Gratuly Act or in the event of demi- provided @ 8.33% of your Basic pay (PA) subject be calculated on maximum Basic Pay subject to a You will be coveredunder Employees Provident | nimum of five years of se or permanent dis to the clause: The a ceiling of minimum v Fund (EPF) Scheme of payroll every mon | dvance against sta dvance against sta wages of the Land under PF Act. th. | stutory bonus will | As applicable 12% of Basic P p.m As applicable* |
| Gratuity Advance against provisional minimum statutory bonus Provident Fund Income Tax | is payable on cessation of employment after a min norms of the Gratulty Act or in the event of demit Provided @ 8.33% of your Basic pay (PA) subject be calculated on maximum Basic Pay subject to a vigor will be covered under Employees Provident Appropriate Income tax would be deducted in the If any as per the applied rules in your state. Performance Incentive R | nimum of five years of se or permanent dis to the clause: The a ceiling of minimum v Fund (EPF) Scheme of payroll every mon | dvance against sta dvance against sta wages of the Land under PF Act. th. | yee. | As applicable |

These are voluntary schemes offered by the Employer, which may change, incoming without and at any time without any in the second second

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited John.b Date:

A per ESIC. Busly measu all or any of the following relatives of an internel genom namely > a syous, a miner legitimate or adopted cibil dependent upon the internel person, a cibil who is wholly dependent upon and who is the cibil settled by the person of the cibil settled dependent upon and who is them by reason or any physical or measurements or the internel person and wholly dependent on the assumpt of the internel person, so long as the infirmity continues and department purests.

The settled is a settled by the person of the internel person

| Candidate Name Designation Grade Components | | Kharsha nandini | SALARY & ALLOWAN | 11 | - 02 TO 182 TAB | No. Land |
|---|----------------------------|---|--|--|-------------------|-------------------|
| | 5 1 F 255 | Trainee Process Consultar | it . | 1 | Hydera | |
| Components | r property | PC2 | w.e.f - DO) | Location | Monthly | Annual |
| | | | "A" FIXED | 1000 | | |
| Basic | A. Island | The Thirty of the State of the | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | 1.6美 | 6190 2476 | 74 25 |
| House Rent Allowance Shift Allowance | | | | 1 | 5000 | 66 |
| Skill Allowance | | | | 4 (4) | 1810 | 2 |
| "A" Sub-total - Gross Pr | y Entre Service | to allow that group or the back of his | (4) (1) (1) (1) (1) | 1.14、中国特别以 | 15476 | 185 |
| | | "B" RE | TIRAL BENEFITS | | 516 | |
| Advance against Statutor Provident Fund (@ 12% | of Rasic Pay) | - Employer's Contribution | | 100 | .743 | |
| Gratuity (@ 4.81% of Bo | | Limpley et e centi i centi i centi i | 75- | 16.8 | 298 | |
| ESIC Contribution (@ 4.7 | 5% on earne | i Gross pay) – Employer's Cont | ribution . | 1 1000 | 760 2317 | 2 |
| "B"Sub-total- Retiral b | | | Commence Control of the Control | CT 7855 | 17793 | 21 |
| Total Salary Cost (A + B | REVENUE DO NO | "C" | VARIABLE PAY | 1000 | 11110 | |
| Performance Incentives (| @ 100% of gi | ren achievement targets) | | | 2000 | |
| *C* Sub-total - Variable | | ANNEXURE II - | SALARY & ALLOWA | ACESCO | 2000 19793 | 23 |
| Total Cost to Company | (A+B+C) | Kiharsha nandini "D" INSURA | NCE / OTHER BENEFT | rs | 19793 | - |
| Total Cost to Company | (A+B+C+ | | F 1 - F - F 2 - F - G - G - G - | L.Location | 197931 | |
| Benefit / Scheme | | | Description | | | Value / F |
| Performance Incentives | -Will be paid | l upon completion of anniversar | y / annual appraisal (@1 | .0096) | 700 | Rs. 24,000 |
| Subsidized Transport Service | commuting | ve cost of Rs.16,200/-Per annum between home to office and bac | k. Facility to avail but no | encashment is given | if not availed. | Rs. 24,000 |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insuran Scheme du | ce benefit in the event of demise ring an employees term, to his N | of an employee is provio minee/Family: | ded under this Group | Insurance | Rs. 6,02,00 |
| Group Personal Accident | You are con | ered under group personal acci | dent insurance policy of | the company for a su | ım of- | Rs. 6,00,000 |
| Group Term Life | You are cov | ered under Group Term Life Ins | urance policy of the cor | npany for a sum of- | | Rs. 1,00,00 |
| ESI Scheme | Insurance | er dependent family members a ESI) Act. on cessation of employment after | | | | As applicab |
| Gratuity | norms of th | e Gratuity Act or in the event o | fdemise or permanent of | lisability of an emplo | yee. | As applic |
| Advance against provisional minimum statutory bonus | Provided @ be calculate | 8.33% of your Basic pay (PA) s d on maximum Basic Pay subjec | ubject to the clause: The t to a ceiling of minimur | e advance against sta n wages of the Land | tutory bonus will | As applic |
| Provident Fund | | covered under Employees Prov | and the state of t | | | 12% of Bas p.m |
| | Appropriat | e Income tax would be deducted | in the payroll every m | onth. | | As applica |
| Income Tax | -If any as pe | r the applicable rules in your sta | ite. | | | As applica |
| | 1 | Performance Incer Below Expectations | tive Ratings and Earnin | gs Table: | 15% | 125% |
| Professional Tax | nt | | | | | |
| Professional Tax Process Target achieveme | 1000 | 0 | 24000 | | 7600 | 3000 |

| State State Services | | LARY & ALLOWANCES, | | 45.4 |
|---|--|--|---------------------------------|---|
| Candidate Name | K.karunya sal | Later Controller | 11635 | |
| Designation | Trainee Process Consultant | 10 | cation Hydera | abad |
| Grade | PC2 | w.e.f - DOI | Monthly | Annual |
| Components | | A" FIXED | WASE | |
| A STATE OF SHIPE | | | 6190 | 74280 |
| Basic | The state of the s | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | 2476 | 29712 |
| House Rent Allowance | | THE PERSON NAMED IN | 5000 | 60000 |
| Shift Allowance | A CONTRACTOR OF THE PARTY OF TH | The second secon | 1810 | 21720 |
| Skill Allowance | | | 15476 | 185712 |
| "A" Sub-total - Gross Pay | AND AREA OF THE PROPERTY AND ADMINISTRATION OF THE PARTY | TIRAL BENEFITS | (CF2) | |
| | | TRAL BENEFITS | 516 | 6190 |
| Advance against Statutory E | ionus | | 743 | 8916 |
| | Basic Pay) – Employer's Contribution | and the second second | 298 | 3576 |
| Gratuity (@4.81% of Basic | Pay) | U | 760 | 9120 |
| ESIC Contribution (@ 4.759 | 6 on earned Gross pay) – Employer's Contr | ibution | 2317 | 27804 |
| "B"Sub-total- Retiral ber | | CONTRACTOR OF STREET | 17793 | 213516 |
| Total Salary Cost (A + B) | THE PERSON NAMED IN COLUMN TWO IS NOT THE | VARIABLE PAY | | |
| | | ARIABLE PAT | 2000 | 24000 |
| Performance Incentives (@ | 100% of given achievement targets) | SALARY & ALLOWANCES | 2000 | 24000 |
| "C" Sub-total - Variable | | SALARI & ACCUMULATION | 19793 | 237520 |
| Total Cost to Company (A | (+B+C) Kikarunya sai | CE / OTHER BENEFITS | | |
| the trial | | | ocation 197931 | rabad 237520 |
| Total Cost to Company: (| A+B+C+D)C2 | Description | | Value / PA |
| Benefit / Scheme | CE STATE OF THE ST | | | Rs. 24,000 pa** |
| Performance Incentives | Will be paid upon completion of anniversary An indicative cost of Rs.16,200/-Per annum | y / annual appraisal (@ 100%). | nourred by the employer for | Rs. 24,000 p.a** |
| Subsidized Transport Service | | | | *************************************** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the event of demise Scheme during an employees term, to his N | ominee/ramily: | | Rs. 6,02,000.00* |
| Group Personal | You are covered under group personal acci | dent insurance policy of the cor | npany for a sum of- | Rs. 6,00,000.00** |
| Accident | 1 - 1 - Crown Torm Life In | surance policy of the company (| or a sum of - | Rs. 1,00,000.00** |
| Group Term Life ESI Scheme | Self and your dependent family members a | s declared will be covered unde | r the Employees State | As applicable*p.r |
| Gratuity | Insurance (ESI) Act. is payable on cessation of employment after norms of the Gratuity Act or in the event of | r a minimum of five years conti | nuous employment as per the | As applicable* |
| Advance against provisional minimum | Provided @ 8.33% of your Basic pay (PA) be calculated on maximum Basic Pay subje | subject to the clause: The advan | ce against statutory bonus will | As applicable* |
| Provident Fund | You will be covered under Employees Pro- | CONTRACTOR OF THE CONTRACTOR O | | 12% of Basic Pa |
| | Appropriate Income tax would be deducted | | | As applicable*p |
| Income Tax | . If any as per the applicable rules in your st | | | As applicable*p |
| Professional Tax | It any as per the applicable rules in your si | ntive Ratings and Earnings Tab | e: | |
| Process Target achievemen | | 100% | 115% | 125% |
| | | | | |

ory Schemes are subject to change as per the Law from time to time. * These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

| Sai Prasad Samud | irala |
|-------------------|-------------------|
| Deputy Manager | - Human Resources |
| Hinduja Global So | |

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tim tuno 11.

Fr. cash Day Per ass farget may Seaming

In

the state of the s

K.karunya sai Date:

Ag per ESIC, family means all or any of the following relatives of an insured person namely > a spouse, a minor legitimate or adopted child dep on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried dat abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department purents.

| | 55556 | ANNEXURE II - S/ | LARY& ALLOWA | CES | The same of the same | Granding. | |
|---|--|---|--|--|---|---|--|
| Candidate Name | 14 | Kshiyani | | 11 11 11 11 | IF THE RESERVE | | |
| Designation | 100 | Trainee Process Consultant | | 127 | Hyderal | had. | |
| Grade | Salet Street | PC2 | Committee of the land. | Location | Monthly | Annual | |
| Components | 10.00 | CONTRACTOR STREET | w.e.f · DO] | | Monday | 711111au | |
| the attended to the T | 4 | | A" FIXED | 14 | 6190 | 7428 | |
| Basic | | | | 11/1/19 | 2476 | 2971 | |
| House Rent Allowance | 1000 | | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | - 15 TIME | 5000 | 6000 | |
| Shift Allowance | | | 100000 | 17.00 | 1810 | 217 | |
| Skill Allowance | A SANSA PROPERTY. | CONTRACTOR OF THE PARTY OF THE | 中の時代を記される | 10000000000000000000000000000000000000 | 15476 | 1857 | |
| "A" Sub-total - Gross Pay | Section Control | *B*RE7 | TRALBENEFITS | | | | |
| Advance against Statutory | Ronne | | | | 516 | 61 | |
| Advance against Statutory | (Rasic Pay) | - Employer's Contribution | STORE STORES | 1000 | 743 | 31 | |
| Contain CO 4 DISK of Box | ic Powl | | 1.00 | . 197 | 298 | 9 | |
| PSIC Contribution (60.4.75 | % on earne | d Gross pay) – Employer's Contri | bution | 1000 | 760 2317 | 278 | |
| "B"Sub-total- Retiral be | nefits | | | | 17793 | 213 | |
| Total Salary Cost (A+B) | | 经产品的证据的企业的 现代。 | 野田健心心經過去非常之一 | Pro Influ | 1//93 | 220 | |
| | | | ARIABLE PAY | | 2000 | 24 | |
| Performance Incentives (@ | ⊋ 100% of gi | ven achievement targets) | | | 2000 | 24 | |
| "C" Sub-total - Variable | はははなる。 | ANNEXORE II - | ALARY & ALLOW | 11113 | 19793 | 237 | |
| Total Cost to Company (| A+B+C) | Kishiyani | CE / OTHER BENEF | ITS | | | |
| The second second | | | CE / OTHER DERVE | Legion | 19793 | rabad 237 | |
| Total Cost to Company: | (A+B+C+ | D) C2 | Description | 11 | | Value / P/ | |
| Benefit / Scheme | | | | 100063 | | Rs. 24,000 p. | |
| Performance Incentives | | Will be paid upon completion of anniversary / annua appraisar (@ 100%). | | | | | |
| | | An indicative cost of Rs.16,200/-Per annum towardu-ransport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given in for availed that insurance benefit in the event of demise of an employer is provided under this Group Insurance An insurance benefit in the event of demise of an employer is provided under this Group Insurance | | | | | |
| Subsidized Transport Service | An indicati commutin | ive cost of Rs.16,200/-Per annum g between home to office and back | towards transport su Facility to avail but | no encashment is give rided under this Gro | en if not availed. up Insurance | 22500-100-000 | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) | An Insura | g between home to office and back nee benefit in the event of demise of gring an employees term, to his No | of an employee is prov mince/Family: | ided under this Gro | up Insurance | Rs. 6,02,000 | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal | An Insurar Scheme du | g between home to office and back nee benefit in the event of demise ou iring an employees term, to his No vered under group personal accid | of an employee is prov mince/Family: lent insurance policy | ided under this Gro | up Insurance sum of- | Rs. 6,02,000 | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal Accident | An Insurar Scheme du You are co | g between home to omce and base nce benefit in the event of demise of tring an employees term, to his No vered under group personal accid | of an employee is prov mince/Family: lent insurance policy | of the company for a | up Insurance sum of- | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal Accident Group Term Life | An Insurar Scheme du You are co You are co | g between home to omce and oas- nece benefit in the event of demise or iring an employees term, to his No wered under group personal accid vered under Group Term Life Ins our dependent family members as | of an employee is prov minee/Family: lent insurance policy urance policy of the c declared will be cove | of the company for a company for a sum of tred under the Emplo | up Insurance sum of - - oyees State | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 As applicable | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal Accident | You are co Self and you Insurance is payable | g between home to ontream usa- tice benefit in the event of demisse iring an employees term, to his No wered under group personal accid wered under Group Term Life Ins ur dependent family members as (ESI) Act. on cessation of employment after he Grantity Act. or in the event of | of an employee is proving a minimum. Family: lent insurance policy urance policy of the code declared will be cover a minimum of five yeldemise or permanen. | rided under this Gro of the company for a ompany for a sum of red under the Emplo ars continuous emp t disability of an emp | up Insurance sum of | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 As applicable As applica | |
| Service Group Insurance in Lieu ofEDLI (Under PF Act) Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against | An Insural Scheme du You are co You are co Self and you Insurance is payable norms of to | g between home to office and use- nce benefit in the event of demisse uring an employees term, to his No- vered under group personal accid- vered under Group Term Life ins- ur dependent family members as (ESI) Act. on cessation of employment after the Gratuity Act or in the event of | fan employee is prov minee/family: leat insurance policy urance policy of the c declared will be cove a minimum of five ye demise or permanen | of the company for a company for a sum of red under the Emple ars continuous emp t disability of an emp | sum of oyees State loyment as per the cloyee. statutory bonus will | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 As applicable As applica | |
| Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum statutory bonus | An Insurai Scheme du You are co Self and you Insurance is payable norms of t Provided of be calculat | g between home to omce annous- nce benefit in the event of demiste- tering an employees term, to his No- vered under group personal acti- evered under Group Term Life ins- tructured under Group Term Life ins- tructured under Group Term Life in- terior and the second of the (ESI) Act. (ESI) Act. Be a concessation of employment after the Gratuty Act or in the event of the Be a 33% of your Basic pay (PA) is ded on maximum Basic Pay subject. | fan employee is prov mince/family: leat insurance policy urance policy of the c declared will be cove de minimum of five ye demise or permanen ubject to the clause: 1 t to a celling of minim | of the company for a company for a sum of red under the Emple ars continuous emp disability of an emp the advance against: um wages of the Lan | sum of oyees State loyment as per the cloyee. statutory bonus will | Rs. 6,02,000 Rs. 1,00,000 Rs. 1,00,000 As applicable As applica L2% of Bas | |
| Group insurance in Lieu of EDLI (Under PF Act) Group Personal Accident Group Perm Life EST Scheme Gratuity Advance against provisional minimum Advance against provisional minimum Provident Fund | An Insurai Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided (be calculat You will b | g between home to omce aim ow- ne benefit in the event of demite tring an employees term, to his No wered under group Personal accid- vered under Group Term Life Ins ur dependent family members as (ESS) Act. Con (ESS) Act. on cessarios employment alter the Gratuity Act or in the event of @ B.33% of your Basic pay (PA) is cled on maximum Basic Pay subjec- | fan employee is prov minec/family: leat insurance policy urance policy of the c 'declared will be cove a minimum of five ye demise or permanen ubject to the clause: I t to a celling of minim ident Fund (EPF) Sch | of the company for a company for a sum of cred under the Emple ars continuous emp t disability of an emp the advance against to um wages of the Lan eme under PF Act. | sum of oyees State loyment as per the cloyee. statutory bonus will | Rs. 6,02,000 Rs. 1,00,000 Rs. 1,00,000 As applicable As applicable 12% of Bas p.m. As applica | |
| Service Group Insurance in Lieu of EDIL (Under PF Act) Group Personal Accident Group Ferm Life ESI Scheme Gratuity Advance against provisional minimum statutory boqus Provident Fund Income Tax | An Insuran An Insuran Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided be calculat You will b | g between home to omce aim ow- ne benefit in the event of demite ering an employees term, to his No wered under group From Life Ins ur dependent family members as (ESI) Act. on cessation of employment after the Gratuly Act or in the event of @ 8.33% of your Basic pay (PA) is ded on maximum Basic Pay subjec- e covered under Employees Prov tel Income tax would be deducted | of an employee is provided in a minute of the control of the contr | of the company for a company for a sum of cred under the Emple ars continuous emp t disability of an emp the advance against to um wages of the Lan eme under PF Act. | sum of oyees State loyment as per the cloyee. statutory bonus will | Rs. 6,02,000 Rs. 1,00,000 As applicabl As applica L2% of Bas p.m As applical | |
| Group insurance in Lieu of EDLI (Under PF Act) Group Personal Accident Group Perm Life EST Scheme Gratuity Advance against provisional minimum Advance against provisional minimum Provident Fund | An Insuran An Insuran Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided be calculat You will b | g between home to omce ann ow- ne benefit in the event of demise uring an employees term, to his No vered under group personal accid- vered under Group Term Life ins ur dependent family members as (ESI) Act. on cessation of employment after the Gratuity Act or in the event of B 8.33% of your Basic pay (PA) s ted on maximum Basic Pay subjec- e covered under Employees Prov tate Income tax would be deducted. | of an employee is provimine of animple of an employee is provimine of annily; leent insurance policy of the condition of the clause: It to a celling of minim in the payroll every lete. | ided under this Gro of the company for a ompany for a sum of red under the Emple ars continuous emp disability of an emp the advance against unu wages of the Lan eme under PF Act. month. | up Insurance sum of | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 As applicabl As applica 12% of Bas p.m As applical | |
| Service Group Insurance In Lleu of EDLI (Under PF Act) Group Personal Accident Group Tersonal Accident Group Terson Group Terson Grabuty Grabuty Advance agalast provisional minimum statutory bonus Provident Fund Income Tax Professional Tax | commutin An Insural Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided t be calculat You will b Appropris | g between home to omce aim ow- ne benefit in the event of demite ering an employees term, to his No wered under group Feron Life Ins ur dependent family members as (ESS) Act. Concession of the opportunity on cessarion employment alter de on maximum Basic Pay subject de on maximum Basic Pay subject ecovered under Employees Prov tel Income tax would be deducted er the applicable rules in your star Performance Incest | of an employee is provided in a minute of the control of the contr | ided under this Gro of the company for a ompany for a sum of red under the Emple ars continuous emp disability of an emp the advance against unu wages of the Lan eme under PF Act. month. | sum of oyees State loyment as per the cloyee. statutory bonus will | Rs. 6,02,000 Rs. 6,00,000 Rs. 1,00,000 As applicabl As applica 12% of Bas p.m As applical | |
| Service Group insurance in Lieu of EDL1 (Under PF Act) Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum statutory boqus Provident Fund Income Tax | commutin An Insural Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided t be calculat You will b Appropris | g between home to omce ann ow- ne benefit in the event of demise uring an employees term, to his No vered under group personal accid- vered under Group Term Life ins ur dependent family members as (ESI) Act. on cessation of employment after the Gratuity Act or in the event of B 8.33% of your Basic pay (PA) s ted on maximum Basic Pay subjec- e covered under Employees Prov tate Income tax would be deducted. | of an employee is provimine of analysis of an employee is provimine of analysis of the continuous of t | ided under this Gro of the company for a ompany for a sum of red under the Emple ars continuous emp disability of an emp the advance against unu wages of the Lan eme under PF Act. month. | up Insurance sum of | 12% of Basi p.m As applical As applical | |
| Service Group Insurance In Lleu of EDLI (Under PF Act) Group Personal Accident Group Tersonal Accident Group Terson Group Terson Grabuty Grabuty Advance agalast provisional minimum statutory bonus Provident Fund Income Tax Professional Tax | commutin An Insural Scheme du You are co You are co Self and yo Insurance is payable norms of t Provided t be calculat You will b Appropris | g between home to omce aim ow- ne benefit in the event of demite ering an employees term, to his No wered under group Feron Life Ins ur dependent family members as (ESS) Act. Concession of the opportunity on cessarion employment alter de on maximum Basic Pay subject de on maximum Basic Pay subject ecovered under Employees Prov tel Income tax would be deducted er the applicable rules in your star Performance Incest | of an employee is provimine of analysis of an employee is provimine of analysis of the continuous of t | ided under this Gro of the company for a ompany for a sum of red under the Emple ars continuous emp disability of an emp the advance against unu wages of the Lan eme under PF Act. month. | up Insurance sum of | Rs. 6,02,000 Rs. 1,00,000 As applicabl As applica As applica 12% of Bas p.m As applical As applical | |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

K.shivani Date:

| Condider | | EXURE II - SALARY & ALLOWA | LITUES CAUTE | The same of the | r - Land |
|--|--|--|--|-----------------|------------------------|
| Candidate Name | Kunaal kar | | 17.75 | 50 000 | |
| Designation | Trainee Process | s Consultant | | | |
| Grade | PC2 | | Location | | erabad |
| Components | The state of the s | w.ef - DOJ | | Monthly | Annual |
| Basic | | "A" FIXED | | | |
| House Rent Allowarce | A STATE OF THE STA | The state of the s | 100 | 6190 | 742 |
| Shift Allowance | | | | 2476 5000 | 297 |
| Skill Allowance | | | | 1810 | 600 217 |
| | y conservation and an inches | Constituting the second state of the second | T CONTROL OF | 15476 | 1857 |
| The Dub total - dross re | AND THE PERSON OF THE PERSON NAMED IN | "B" RETIRALBENEFITS | A Comment of | 13470 | 103/ |
| Advance against Statutor | Ronus | D RETRADENETTIS | | 516 | 61 |
| | of Basic Pay) – Employer's Contr | Hutton | | 743 | 89 |
| Gratuity (@ 4.81% of Ba | , ,, ,, | ionition . | | 298 | 35 |
| | sic ray) 5% on earned Gross pav) – Empl | over's Contribution | | 760 | 91 |
| "B"Sub-total- Retiral be | | yer a contribution | 1000 | 2317 | 278 |
| Total Salary Cost (A+B) | | and the state of t | and the second | 17793 | 2135 |
| a controlled y coot (it i b) | 3000 | "C" VARIABLE PAY | | 11110 | 2100 |
| Performance Incentives / | a 100% of given achievement to | | - 100 | 2000 | 240 |
| "C" Sub-total - Variable | ANNI | XURE II - SALARY & ALLUAVA | A 18 000000 0 | 2000 | 240 |
| Total Cost to Company (| A+B+C) kumaal kar | William Land | 4 0.000 | 19793 | 2375 |
| | | "INSURANCE / OTHER BENEFIT | rs | | |
| Total Cost to Company: | (A+B+C+D)*C3 | Selforation and the selforation | -cation' | 19793 | rated 2375 |
| Benefit / Scheme | | Description | | | Value / PA |
| Performance Incentives | .Will be paid upon completion of | anniversary / annual appraisal (@1 | 00%). | | Rs. 24,000 p.a* |
| Subsidized Transport Service | commuting between home to off | Per annum towards transport sub- ice and back. Facility to avail but no | encashment is given | fnot availed. | Rs. 24,000 p.a* |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the even Scheme during an employees ter | t of demise of an employee is provid m, to his Nominee/Family: | led under this Group | Insurance | Rs. 6,02,000.00 |
| Group Personal Accident | • | rsonal accident insurance policy of | | n of- | Rs. 6,00,000.00* |
| Group Term Life | | rm Life Insurance policy of the com | | | Rs. 1,00,000.00* |
| ESI Scheme | Insurance (ESI) Act. | embers as declared will be covere | | | As applicable*p |
| iratuity . | | rment after a minimum of five years he event of demise or permanent di | | | As applicable |
| dvance against rovisional minimum tatutory bonus | Provided @ 8.33% of your Basic be calculated on maximum Basic | pay (PA) subject to the clause: The Pay subject to a ceiling of minimum | advance against statu wages of the Land | tory bonus will | As applicable* |
| rovident Fund | You will be covered under Emplo | yees Provident Fund (EPF) Scheme | under PF Act. | | 12% of Basic Pa p.m |
| come Tax | Appropriate Income tax would be | e deducted in the payroll every mor | nth. | | As applicable*p |
| rofessional Tax | If any as per the applicable rules i | n your state. | | | As applicable*p |
| | | ance Incentive Ratings and Earnings | Table: | | |
| rocess Target achievement | Below Expectation | ns 100% | 1159 | 6 | 125% |
| | | 24000 | 2760 | | 30000 |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Kunaal kar Date:

| Candidate Name | | Madugula valshnavi | 25.00 | * Contract | | |
|---|--|--|--|--|---------------------------|------------------|
| Designation Designation | | Trainee Process Consultant | THE STREET | 11100 | | |
| Grade | 12 314 3 | PC2 | 0.886 | Location | Hydera | Annual |
| Components | 1000 | The second second second | w.e.f - DO] | ** 11:15 | Monthly | Annuai |
| Components | 200 | *A | " FIXED | 77 | | 74280 |
| Rasic | No. | THE RESERVED | 111 6 1996 | 17 | 6190 2476 | 29712 |
| House Rent Allowance | | THE RESERVE OF STREET | | Vy - sind | 5000 | 60000 |
| Shift Allowance | 50577 | Carried address to | the first service. | A STATE OF THE PARTY OF THE PAR | | 21720 |
| Skill Allowance | 191 | - 10 (CC12) (CC12) | | The second | 1810 | 185712 |
| "A" Sub-total - Gross Pa | V STATE THE | Market State of the State of th | HART SHIMBSEN | · · · · · · · · · · · · · · · · · · · | 15476 | 185/12 |
| A Sub-total- trossra | W. W. Garanti S. | "B" RETI | RALBENEFITS | • | | |
| Advance against Statutory | Ronne | | | | 516 | 6190 |
| Provident Fund (@ 12% | 743 | 8916 | | | | |
| | | y-Employer a contribution | The Land | - | 298 | 3576 |
| Gratuity (@ 4.81% of Bas | tic Pay) | 1 | ustlem | | 760 | 912 |
| ESIC Contribution (@4.7. | 5% on earn | ed Gross pay) – Employer's Contrib | шин | | 2317 | 2780 |
| "B"Sub-total- Retiral be | | | THE RESERVE OF THE PARTY OF THE | The state of | 17793 | 21351 |
| Total Salary Cost (A + B) | District of the last of the la | HER RESERVED CHIEF TO THE PARTY OF THE PARTY | RIABLE PAY | - | | 1,10000 |
| | | | RIADLE FAT | | 2000 | 2400 |
| Performance Incentives (| @ 100% of g | iven achievement targets) | | erre - | 2000 | 2400 |
| "C" Sub-total - Variable | 400 PROV. | | LARY & ALLOWA | VIEW - 188 | 19793 | 23752 |
| Total Cost to Company (| A+B+C) | Madugula vaishnavi | | 1000 | 17/73 | 20,02 |
| W TOTAL | | | E / OTHER BENEFIT | | 19793 | rahad 23752 |
| Total Cost to Company: | (A+B+C+ | D) C2 | The Contract of the | \ Location | 19793 | Value / PA |
| Benefit / Scheme | | | Description | | | |
| Performance Incentives | | id upon completion of anniversary / | | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | an monutis | tive cost of Rs.16,200/-Per annum to ng between home to office and back. F | facility to avail but no | encashment is give | n if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Incurs | ince benefit in the event of demise of a uring an employees term, to his Nom | an employee is provid | led under this Grou | p Insurance | Rs. 6,02,000.00 |
| Group Personal | You are co | overed under group personal accider | nt insurance policy of | | um of- | Rs. 6,00,000.00 |
| Group Term Life | You are co | overed under Group Term Life Insur | ance policy of the con | pany for a sum of- | | Rs. 1,00,000.00 |
| SI Scheme | Self and y | our dependent family members as de | eclared will be covere | d under the Employ | | As applicable*p |
| iratuity | ie naughle | on cessation of employment after a the Gratuity Act or in the event of de | minimum of five year emise or permanent d | s continuous emplo isability of an empl | yment as per the byee. | As applicable |
| dvance against rovisional minimum | Provided | @ 8.33% of your Basic pay (PA) sub ted on maximum Basic Pay subject to | lect to the clause: The | advance against st | | As applicable |
| rovident Fund | You will b | e covered under Employees Provide | ent Fund (EPF) Schem | e under PF Act. | | 12% of Basic P |
| come Tax | Appropria | ite Income tax would be deducted in | the payroll every mo | onth. | | As applicable* |
| rofessional Tax | If any as p | er the applicable rules in your state. | | | | As applicable |
| Olegolome, 14A | , , , , | Performance Incentiv | e Ratings and Earning | gs Table: | | |
| ocess Target achievemen | t | Below Expectations | 100% | | 15% | 125% |
| Eligible amount (Rs. p.a.) | 100 | 0 | 18,,000 | 2 | 0,700 | 22,500 |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Madugula vaishnavi Date:

As per ESIC, Guply present all or any of the following relatives of an insured person numely - a spoose, a minor legitimate or adopted child on the armings of the insured person and who is (a) receiving education, till be or the attains the age of twenty the years, (b) as unmarrier sharmoundly or legis, and in wholly dependent on the earnings of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures of the insured person, so long as the infimity continues and department pures.

| 2 型 第二种建筑产品的 | | ANNEXURE II - | SALARY & ALLOWA | INCES | | |
|---|------------------------------|---|--|--|-------------------------|---------------------------------------|
| Candidate Name | 6 V | Makwin anthony raj Trainee Process Consulta | | -70 | | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 |
| Designation | OF THE | | nt . | Location | Hyder | |
| Grade | 1 | PC2 | w.e.f - DOJ | /190 | Monthly | Annual |
| Components | | | "A" FIXED | 4 3/4 | | |
| Table Section 1 | | | - In the second of the | 10 10 | 6190 | 74280 |
| Basic House Rent Allowance | | | 1 - 1 - 1 - 1 + | 70 | 2476 | 2971 6000 |
| Shift Allowance | 1 A. H. J. | SUPPLY THE STATE OF | m1411 - 2010 - 20 | 1000 | 5000 | 2172 |
| Skill Allowance | - NO. | | | 4000 | 1810 | 18571 |
| | av a set of | 多种化中心正常是有效的种种的证据。 但是由 | Switzshander dut 1995 | F. 1994 6 | 15476 | 185/1 |
| A | PARTICIPATE F | "B" RI | TIRAL BENEFITS | 100 | *** [| 619 |
| Advance against Statutor | v Bonus | #1/g | | 100 | 516 | 89 |
| Provident Fund (@ 12% | of Basic Pay) | - Employer's Contribution | | 200 | 743 | |
| Gratuity (@ 4.81% of Bo | sic Pay) | • | | (14.57) | 298 | 357 917 |
| ESIC Contribution (@ 4.3 | 5% on earne | d Gross pay) - Employer's Cont | ribution | | 760 | 2780 |
| "B"Sub-total- Retiral b | enefits | | A CHARLEST AND A STREET | | 2317 | 21351 |
| Total Salary Cost (A + B | THE RESERVE | 建筑设计划,可以由于"大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大大 | 的是是你的外面的时代, | 日本書 に「阿藤」 | 17793 | 2135 |
| | | | VARIABLE PAY | | | 240 |
| Performance Incentives (| @ 100% of gi | ven achievement targets) | City In India | 17.00 | 2000 | 240 |
| "C" Sub-total - Variable | | | SALARY & ALLOW. | ANCIS | | 2375 |
| Total Cost to Company | A+B+C) | Makwin anthony raj | | A RELIGIO | 19793 | 23/3 |
| 0. 15:31 | | "D" INSURAN | ICE / OTHER BENEF | | | rabad 2375 |
| Total Cost to Company: | (A+B+C+1 | D) C2 | REPRESENTATION | Location | 19793 | Value / PA |
| Benefit / Scheme | 1 | 8-3-3 | Description | | | |
| Performance Incentives | | l upon completion of anniversary | | | | Rs. 24,000 p.a* |
| Subsidized Transport Service | commuting | ve cost of Rs.16,200/-Per annum between home to office and back | c. Facility to avail but n | o encashment is giver | if not availed. | Rs. 24,000 p.a* |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insuran Scheme dur | ce benefit in the event of demise in ing an employees term, to his No | of an employee is prov minee/Family: | ided under this Group | Insurance | Rs. 6,02,000.00 |
| Froup Personal | | ered under group personal accid | | | ım of- | Rs. 6,00,000.00 |
| iroup Term Life | You are cov | ered under Group Term Life Ins | urance policy of the co | mpany for a sum of- | | Rs. 1,00,000.00 |
| SI Scheme | Insurance (| r dependent family members as ESI) Act. | | 4.5 | | As applicable* |
| ratuity | is payable o norms of the | n cessation of employment after e Gratuity Act or in the event of | a minimum of five yea demise or permanent | rs continuous employ disability of an emplo | ment as per the yee. | As applicable |
| dvance against rovisional minimum atutory bonus | | 8.33% of your Basic pay (PA) su d on maximum Basic Pay subject | | | tutory bonus will | As applicable |
| ovident Fund | You will be o | overed under Employees Provi | dent Fund (EPF) Schen | ne under PF Act. | | 12% of Basic P p.m |
| come Tax | | Income tax would be deducted | | onth. | | As applicable |
| ofessional Tax | If any as per | the applicable rules in your stat | | | | As applicable |
| ASSESSMENT OF THE SECOND | | | ive Ratings and Earnin | | | |
| ocess Target achievement | | Below Expectations | 100% | 11 | 5% | 125% |
| | | | | | | |

* Statutory Schemes are subject to change as per the Law from time to time.

* These are voluntary achieves affered by the Employer, which may change, including withdrawed at new time without any personal state.

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Makwin anthony raj Date:

A per ESIC, Simply measur all or any of the following relatives of an insured person namely > a spoose, a minor infiltimate or adopted child dependent upon the insured person as child who is wholly dependent upon the insured person and who is (a) receiving execution, till be or the attains the age of oversity they spart, (b) are unumarrised daughter, a child who is infirm by reason or any physical or mental and a substitution of the original of the insured person, sologies as the infirmity or retirement or white year.

The angles of the walls of the

| AND THE RESIDENCE OF THE | HARMACA CARL | | SALARY & ALLOWA | NCES | NUMBER OF THE PARTY OF THE PART | CHEST STATE |
|---|-----------------------|---|--|---|--|------------------------|
| Candidate Name | | hael ashish | | 0.798.89 | As carthadia | Company of the second |
| Designation | Tra | inee Process Consult | ant | 0.9636 | | |
| Grade | PC2 | 7.5 | William Park St. St. | Location | Hyde | |
| Components | and the same of the | | w.e.f - DOJ | CHILD HERVINA | Monthly | Annual |
| Charles and Burn and | The state of | | "A" FIXED | | | 74280 |
| Basic. | | | | 10.00 | 6190 | 29712 |
| House Rent Allowance | | C. A. S. Carlotte | | 1 1000 | 2476 5000 | 60000 |
| Shift Allowance | | | 1416 | 119 | 1810 | 21720 |
| Skill Allowance | | | | | 15476 | 185712 |
| "A" Sub-total - Gress Pa | Y INDEASON SERVICE | | THE PARTY OF THE P | 4 - House | 134/6 | 105/12 |
| - CO | | "B" | RETIRAL BENEFITS | | 516 | 6190 |
| Advance against Statutory | | | | D 100 | 743 | 891 |
| Provident Fund (@12%) | of Basic Pay) – Em | ployer's Contribution | | | 7.70 | |
| Gratuity (@ 4.81% of Bas | tic Pay) | The second second | Milanda 12 | 11 | 298 | 357 |
| ESIC Contribution (@ 4.75 | 5% on earned Gro. | ss pay) – Employer's Co | ntribution | | 760 | 912 |
| "B"Sub-total- Retiral be | enefits | The second second | | | 2317 | 2780- |
| Total Salary Cost (A + B) | 神道 計画 一門 海の上 | ecyling Callet 大手を | PROVIDE AN RESIDENCE OF THE | S Contract | 17793 | 21351 |
| | | "(| " VARIABLE PAY | | | 2400 |
| Performance Incentives (| 🛭 100% of given a | | | | 2000 | 2400 |
| "C" Sub-total - Variable | ESSENCE TO THE | | - SALARY & ALLOWA | ATTA STATE | 2000 | |
| Total Cost to Company (| A+B+C) Mic | hael ashish | se to less play at | F GHR | 19793 | 23752 |
| h stron | 111 | "D" INSUR | ANCE / OTHER BENEFI | | | |
| Total Cost to Company: | (A+B+C+D)*C2 | 使一种性性的现在分 点 | DECEMBER OF THE | reation | 19793 | rahad 23752 |
| Benefit / Scheme | | | Description | | | Value / PA |
| Performance Incentives | | | ary / annual appraisal (@ 1 | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | commuting betw | een home to office and b | m towards transport sub sck. Facility to avail but no | encashment is give | if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance he | nefit in the event of demis n employees term, to his | e of an employee is provide | ded under this Grou | Insurance | Rs. 6,02,000.00* |
| Group Personal Accident | You are covered | under group personal ac | cident insurance policy of | | ım of- | Rs. 6,00,000.00* |
| Group Term Life | You are covered | under Group Term Life I | nsurance policy of the cor | npany for a sum of- | | Rs. 1,00,000.00** |
| ESI Scheme | Self and your dep | endent family members | as declared will be covere | ed under the Employ | | As applicable*pa |
| Gratuity | ie navahle on ces | sation of employment aft | er a minimum of five year of demise or permanent d | s continuous employ lisability of an emplo | ment as per the yee. | As applicable* |
| Advance against provisional minimum statutory bonus | Provided @ 833 | % of your Basic pay (PA) | subject to the clause: The ect to a ceiling of minimum | advance against sta | | As applicable* |
| Provident Fund | You will be cover | ed under Employees Pro | vident Fund (EPF) Schem | e under PF Act. | | 12% of Basic Pa p.m |
| ncome Tax | | | ed in the payroll every mo | onth. | | As applicable*p |
| Professional Tax | If any as per the | pplicable rules in your s | tate. | | | As applicable*p. |
| | | | ntive Ratings and Earning | gs Table: | | 4000 |
| Process Target achievemen | 1 | Below Expectations | 100% | | 5% | 125% |
| I Eligible amount (Rs. p.a.) | | 0 | 24000 | 27 | 600 | 30000 |
| Statutory Schemes are subject to These are voluntary schemes o | change at ner the Law | from time to time. , which may change, including | g withdrawal at any time witho | out any notice. | | |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Michael ashish Date:

| Pr wattund | | |
|--|--|--|
| Income Cax | | |
| Pr mailTax | | |
| Production of the second secon | | |

| Candidate Name Designation Grade Components Basic | 4 1 | | - SALARY& ALLOWANCES | 45.7 | |
|---|--|--|--|----------------|------------------------|
| Grade Components | NO VALUE OF STREET | Mohammed taher | OF BUILDING TO THE | 101 | - |
| Components | | Trainee Process Consulta | Int | on Hyder: | abad |
| A THE STATE OF THE STATE OF | 165 4 4 4 4 4 | PC2 | w.e.(- DO) | Monthly | Annual |
| Basic | -7. | ALC: NO. | "A" FIXED | 6190 | 7428 |
| | | The state of the state of | | 2476 | 2971 |
| House Rent Allowance Shift Allowance | | | the second of the | 5000 | 6000 |
| Skill Allowance | | | | 1810 15476 | 2172 18571 |
| "A" Sub-total - Gross | Pay | は、これに対しては、というできた。 | AND THE STORY OF STREET | 15470 | 103/1 |
| Advance against Statuto | mi Donne | "B" R | ETIRAL BENEFITS | 516 | 61 |
| Provident Fund f@ 129 | 6 of Basic Pay |) - Employer's Contribution | 5.1 | 743 | 89 |
| Gratuity (@ 4.81% of B | | | The state of the s | 298 | 35 |
| ESIC Contribution (@ 4. | 75% on earne | ed Gross pay) – Employer's Con | tribution | 760 2317 | 91 278 |
| "B"Sub-total- Retiral | | | | 17793 | 2135 |
| Total Salary Cost (A+) | B) - S-u L-1 ELL | *C' | VARIABLE PAY | 27,770 | |
| Performance Incentives | (@ 100% of g | ven achievement targets) | | 2000 | 240 |
| "C" Sub-total - Variabl | | ANNEXURE II | SALARY& ALLOWANCES | 2000 | 240 |
| Total Cost to Company | (A+B+C) | Mohammed taher "D" INSURA | NCE / OTHER BENEFITS | 19/93 | Proc Brigation in 2371 |
| Total Cost to Company | :(A+B+C+ | | ENTERTY TORRESCENT LOCAL | ton 197931 | |
| Benefit / Scheme | 1 | | Description | 17 | Yalue / PA |
| Performance Incentives | Will be paid | d upon completion of anniversa | y / annual appraisal (@100%). | 414 | Rs. 24,000 p.a |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed. | | | Rs. 24,000 p.a | |
| Group Insurance in Lieu of EDLI (Under PF Act) | An insurance benefit in the event of demise of an employee is provided under this Group insurance Scheme during an employees term, to his Nominee/Family: | | | | Rs. 6,02,000.0 |
| Group Personal Accident | You are covered under group personal accident insurance policy of the company for a sum of | | | Rs. 6,00,000.0 | |
| Group Term Life | You are covered under Group Term Life Insurance policy of the company for a sum of- | | | Rs. 1,00,000.0 | |
| ESI Scheme | Self and you | Self and your dependent family members as declared will be covered under the Employees State | | | As applicable |
| Gratuity | Insurance (ESI) Act. is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee. | | | | As applicab |
| Advance against provisional minimum statutory bonus | ince against Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will Provided @ 8.33% of your Basic pay (PA) subject to a colling of minimum wages of the Land | | | | |
| rovident Fund | You will be | covered under Employees Prov | ident Fund (EPF) Scheme under PF A | ct. | 12% of Basic p.m |
| | Appropriate | Income tax would be deducted | in the payroll every month. | | As applicable |
| ncome Tax | If any as per | the applicable rules in your sta | | | As applicable |
| The last contract of the last | 1 army no per | | | | |
| rofessional Tax | Service A. | | tive Ratings and Earnings Table: | ***** | 4075/ |
| The last contract of the last | Service A. | Performance Incer Below Expectations | tive Ratings and Earnings Table: | 115% | 125% |



Date: August 27, 2019 Dear: Pavan Kumar Annam

Sub: Letter of Intent

Congratulations! You have been selected by Genpact India Pvt. Ltd. ("the Company") as Process Associate.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

- 1. Your annual Cost to Company (CTC) will be INR 228,000.00. Variable component is additional and is paid in addition to your CTC.
- 2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
- Your initial place of work will be India>Hyderabad>Hyderabad Uppal IN Office. However; the Company may transfer you to any location/process on a need basis.
- 4.Post consultation with you, the following has been agreed upon:
 - Date of PHO :
 - Date of Joining: September 5, 2019
 - Reporting Time: 9:00:00 AM

enorthing films

Location: India>Hyderabad>Hyderabad Uppal IN - Office

| Locations | On-boarding reporting time** | Genpact Office Address |
|-----------|---------------------------------|--|
| . NCR | 10:30 | Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P., 7th Floor, On-boarding Room, Noida |
| HYD | 10:00 | Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI, Habsiguda,Uppal,Hyd-500009 |
| JPR | 9:30 | Gennact India, JL N Marg , Malviya Nagar, Jaipur (NHO Room) |
| BLR | 9:00 | Genpact, # 99, Surya Park, Electronic City, Bangalore 560100 |
| KOL | 10:00 | Genpact India Unitech Hi Tech Structures Ltd. – IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata |

**In order to experience a smooth Onboarding, please reach the venue on time

- 5: If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."
- 6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.
- 7. The Company operates 7 days a week, 24 hours a day. You will be expected to attend office as assigned to you by your supervisor in compliance with laws in force. As a Fulltime employee, you will be eligible for 2 weekly offs

Genpact India Private Limited (Formerly Known as Empower Research Knowledge Services Pvt. Ltd.) CIN: U73100DL2005PTC307363 Regd. Off.: Delhi Information Technology Park, Shastri Park, GT Road, Delhi, India 110053

| 10 miles 1000 | | | | | | |
|--|--|--|--|---|--|--|
| a little and | | 经基础 图图 | | | 100 | |
| property and the second | Service Control | | LARY & ALLOWANCES | 17000 | | TO STANDING SECTION |
| Candidate Name | D-1 | Rashi bagayat | | 7-17 | The second second | |
| Designation | Section 1 | Trainee Process Consultant | - A. J. | ocation | Hyder | |
| Grade | | PC2 | w.e.f- DOJ | OF SEC. | Monthly | Annual |
| Components | | | FIXED | 2.43 | 7777 | 74280 |
| Rasic | COLUMN TO STATE OF THE PARTY OF | | | 5.符套 | 6190 2476 | 29712 |
| House Rent Allowance | - | | and the state of the | Ciris. | 5000 | 60000 |
| Shift Allowance | 1 | 2. 万万十年, . 此 . 2 110 20 20 20 20 20 20 20 20 20 20 20 20 20 | + 43= - Cad/ 114 | 1.00 | 1810 | 21720 |
| Skill Allowance | Section . | | THE PERSON | 172 | 15476 | 185712 |
| "A" Sub-total - Gress Pa | y and the latest the l | 東京の大学の大学の大学は国内の日本大学で | は特殊的な物質を | CONTRACTOR OF | 154/0 | 200722 |
| | | "B" RETI | RALBENEFITS | | 516 | 6190 |
| Advance against Statutory | Bonus | | | - | 743 | 8916 |
| Provident Fund (@12% | of Basic Pay |) – Employer's Contribution | | 2 - 25 | 298 | 3576 |
| Gratuity (@ 4.81% of Bas | sic Pay) | | | | 760 | 9120 |
| | | ed Gross pay) – Employer's Contrib | ution | | 2317 | 27804 |
| "B"Sub-total- Retiral be | | | and the same of th | The second state of | 17793 | 213516 |
| Total Salary Cost (A+B) | 100000000000000000000000000000000000000 | TOTAL | RIABLE PAY | - AMPLIANCE - | | |
| | 2 40001 - C- | iven achievement targets) | RIABLETAI | | | |
| "C" Sub-total - Variable | # 100% oj g | | | | 2000 | 24000 |
| C Sub-total- vanable | | ANNEYHDE II - S. | LARY & ALLOWANCES | 4440 | 2000 | 24000 |
| | A.P.C | ANNEXURE II - SA | LARY & ALLOWANCES | 190 | | |
| Total Cost to Company (| A+B+C) | ANNEXURE II - S/ | [6] 在11年以前30世次第二十岁 | 1980 1976 | 2000 19793 | 24000 237520 |
| the election | A+B+C) | Rashi bagayat "D" INSURANC | E / OTHER BENEFITS | t ocation | 2000 | 24000 237520 rabad 237520 |
| Total Cost to Company: | A+B+C) | Rashi bagayat "D" INSURANC | E / OTHER BENEFITS | tocation | 2000 19793 | 24000 237520 |
| the election | (A+B+C+ Will be pa | ANNEXURE II - S./ L Rashi bagayat "D" INSURANC D) C2 id upon completion of anniversary / | E / OTHER BENEFITS Description annual appraisal (@100%). | | 2000 19793 19793 | 24000 237520 rabad 237520 |
| Total Cost to Company: Benefit / Schene Performance | (A+B+C+ Will be pa | ANNEXURE II - S./ Prinsuranc D) 'C 2 di upon completion of anniversary / tue cost of Rs.16,200/- Per annum to | E / OTHER BENEFITS Description annual appraisal (@100%). wards transport subsidy is acility to avail but no encas | incurred by th | 2000 19793 19793 e employer for if not availed. | 24000 237520 rabad 237520 Value / PA |
| Rotal Cost to Company: Benefit / Scheme Performance Incentives Subsidized Transport Service Group Insurance in Lieu of EDLI (Under PF Act) | (A+B+C+ Will be pa An indicat commuting | ANNEXURE II - S./ E Rashi bagawat "D" INSURANC D) C2 id upon completion of anniversary / | E / OTHER BENEFITS Description annual appraisal (@ 100%). wards transport subsidy is facility to avail but no encas an employee is provided un | incurred by th | 2000 19793 19793 e employer for if not availed. | 24000 237520 rabad 237520 <u>Value / PA</u> Rs. 24,000 pa** |
| Total Cost to Company: Benefit / Scheme Performance Incentives Subsidized Transport Service Group Insurance in Lieu | (A+B+C+ Will be pa An indicat commuting An Insura Scheme de You are co | ANNEXURE II - S/ Rashi biagawi "P' INSURANC D) C2 dd upon completion of anniversary / tive cost of Rs.16,200/. Fer annum to glybetween home to office and back, unce benefit in the event of demise of uring an employees term, to his Non overed under group personal accide | E / OTHER BENEFITS Description annual appraisal (@ 100%). wards transport subsidy is Facility to avail but no encas an employee is provided un ince/Family: at inserance policy of the co | incurred by th hment is given der this Group mpany for a su | 2000 19793 19793 e employer for if not availed. Insurance | 24000 237520 rabad 237520 Yalue / PA Rs. 24,000 pa** Rs. 24,000 pa** Rs. 6,02,000.00* |
| Total Cost to Company: Benefit / Scheme Performance Incentives Subsidized Transport Service Group Insurance in Lieu of EDLI (Under PF Act) Group Personal | (A+B+C+ Will be pa An indicat commutin An Insura Scheme di You are co | ANNEXURE IT - S/ RSBI bagsys "D' INSURANC D) V2 di upon completion of anniversary / insurance in the cost of Rs. 16,200/ Per annum to globewen home to office and back. Insure benefit in the event of demiss of uring an employees term, to his Nomevered under group personal accide overed under Group Term Life Insur | E / OTHER BENEFITS Description annual appraisal (@ 100%). wards transport subsidy is acility to avail but no encas an employee is provided un ince/family: at insurance policy of the co ance policy of the company | incurred by th hment is given der this Group mpany for a su for a sum of- | 2000 19793 19793! e employer for if not availed. Insurance m of- | 24000 237520 rabatd 237520 Yalue / PA Rs. 24,000 p.a** Rs. 24,000 p.a** |
| Total Cost to Company: Renefit / Scheme Performance Incentives Subsidized Transport Service Group Insurance in Lieu of ED Li (Under PF Act) Group Personal Accident | (A+B+C+ Will be pa An indicat commutir An Insura Scheme di You are co You are co Self and yo Insurance | ANNEXURE IT - S/ RASH Dagayy "D' INSURANC D) '2' I'd upon completion of anniversary / the cost of Ras, 16,200/ Per annum to globewen home to office and back. Ince benefit in the event of demiss of uring an employees term, to his Nom overed under group personal accide overed under Group Term Life Insur- overed under Group Term Life Insur- overed under Group Term Life Insur- GESI) Act. | E/OTHER BENEFITS Description annul appraisal (@100%) wards transport subsidy is wards transport subsidy is wards transport subsidy is wards transport subsidy is wards transport subsidy in ince/Family: at inserance policy of the co ance policy of the company seclared will be covered und | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe | 2000 19793 19793 19793 e employer for if not availed. Insurance m of- | 24000 237520 rabad 237520 Yahae / PA Rs. 24,000 p.a** Rs. 24,000 p.a** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable*p. |
| Total Cost to Company: Renefit / Scheme Performance Incentives Subsidized Transport Schride Group Insurance in Lieu Group Insurance in Lieu Group Personal Accident Group Fersonal Accident Group Term Life ESI Scheme Gratuity | A+B+C+ Will be pa An indicat commutit An Insura Scheme di You are co Self and y Insurance is payable | ANNEXURE II - S/ RShift hagawi "P' INSURANC D)'C2 id upon completion of anniversary / id upon completion of anniversary / id upon to office and back, unce benefit in the event of demise of uring an employees term, to his know overed under group personal accides overed under group Term Lile Insurance our dependent flanly members as de- ured to the complete of the complete our dependent flanly members as de- ured dependent flanly members as de- ured rependent flanly members as de- | E OTHER BENEFITS Description annual appraisal (@ 100%), wards transport subsidy is arcility to avail but no encas an employee is provided un incess family: It insurance policy of the company ance policy of the company the company of the company and the company arcillage of the company and the company arcillage of | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe inuous employ | 2000 19793 19793 19793 e employer for if not availed. Insurance m of- es State ment as per the | 24000 237524 rabad 237524 Yalue / FA Rs. 24,000 pa** Rs. 6,02,000.00* Rs. 6,00,000.00* Rs. 1,00,000.00* |
| Total Cost to Company: Benefit, Scheme Performance Incentives Schisdikzed Transpert Schridtzed Transpert Schridtzed Transpert Group Insurance in Lleu Group Personal Accident Group Term Life ESI Scheme | A+B+C) (A+B+C+ Will be pa An indicat commutit An Insura Scheme di You are cc You are cc Self and y Insurance is payable norms of Provided | ANNEXURE II - 5/ RSnift Busynia "P' INSURANC D)**C2 dd upon completion of anniversary / 1 utyce cost of Rs.16,200/- Per annum to gbetween home to office and back. unce benefit in the event of demise of uring an employees term, to his Non overed under group Personal accide overed under group Personal accide overed under Group Term Life Insurance over dependent family members as de (ESS) Accident of employment after a (ESS) Accident of e | E/OTHER BENEFITS Description annul appraisal (@100%) wards transport subsidy is variet to avail but no encas are epoley of provided un ince/Family: at inserance policy of the co ance policy of the company eclared will be covered und minimum of five years com minisory permanent disabili ject to the clause: The adva | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe inuous employ ty of an emplo | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 24000 237520 rabad 237520 Yahae / PA Rs. 24,000 p.a** Rs. 24,000 p.a** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable*p. |
| Total Cost to Company: Benefit / Scheme Performance Incentive Subsidized Transport Service Group Insurance in Lieu of EDLI (Under PF Act) Group Fersonal Accident Group Fersonal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum (1) | A+B+C) Will be pa An indicate commutity An Insurance You are co You are co Self and ye Insurance is payable norms of Provided be calcula | ANNEXURE II - 5/ RASH Bagary "D' INSURANC DYC2 id dupon completion of anniversary / idu two cost of Ra. 16,200/ Fer annum to ng between home to office and back. In the cost of Rash of the cost of Rash of the nee benefit in the event of demise or ring an employee term, to his Nom overed under Group Ferm Life Issue to overed under Group Ferm Life Issue (253) Act. (253) Act. The Gratulty Act or in the event of of Gratulty Act or in the event of @ 8.33% of your Basic pay (PA) your | E/OTHER BENETTS Description annul appraisal (@100%) wards transport subsidy is varied to avail but no encas are epolicy of provided un ince/Family: at inserance policy of the co ance policy of the company eclared will be covered und minimum of five years cont minimum of five years cont emisor permanent disabili- ject to the clause: The adva o a celing of minimum wage | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe inuous employ ty of an emplo nce against states of the Land | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 2400(23752(rabad 23752(Yahue / PA Rs. 24,000 pa** Rs. 24,000 pa** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable* As applicable* |
| Total Cost to Company: Benefit / Scheme Performance Performance Incentives Subsidized Transport Service Group Insurance in Lieu Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum 19 Satutory bonus Provident Fund | A+B+C) (A+B+C+ Will be pa An indicat commutify An Insura Scheme di You are cc Self and y Insurance is payable norms of Provided be calcula | ANNEXURE II - S/ RASH Bagsin - P INSURANC DYC2 id upon completion of anniversary / but cost of Ra. 16,200/ Per annum to up between home to office and back. mee benefit in the event of demise or dring an employee term, to his Nom overed under Group Ferm Life Issue our dependent family members as d (283) Act and the complete of the Gratulty Act or in the event of demise of Gratulty Act or in the event of demise of Gratulty Act or in the event of degree of the Gratulty Act or in | E/OTHER BENETTS Description annul appraisal (@100%) wards transport subsidy is varietly to avail but no encas are epolicy of provided un innee/Family: at insurance policy of the co ance policy of the company eclared will be covered und minimum of five years com temiscop permanent disabil ject to the clause: The adva o a celing of minimum wage ent Fund (EPF) Scheme und | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe inuous employ ty of an emplo nce against states of the Land | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 2400t 23752t 23752t 7abad 23752t Yalue JPA Rs. 24,000 pa** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable*p. As applicable 12% of Basic Pa |
| Total Cost to Company: Renefit / Scheuze Personance Incentives Schisditzed Transport Scrvice Group Insurance in Lleu Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum Frovident Fund Income Tax | A+B+C) (A+B+C+ Will be pa An indicate commutify An insurance sheemed: You are commutify You are commutify Insurance is payable in payable in payable in payable in payable you will be calculated. You will be Appropris | ANNEXURE II - 5/ RShift hagsyn "P' INSURANC DYC2 id upon completion of anniversary / twe cost of Rs.16,200/- Per annum to gloetween home to office and back, unce benefit in the event of demise of uring an employees term, to his Nom overed under group personal accides overed under group personal accides overed under group personal accides overed under group personal accide overed under group personal accide overed under group personal accide to evered under group personal accide overed under group personal accide to group personal accide | E OTHER BENEFITS Description annual appraisal (@ 100%), wards transport subsidy is actility to avail but no encas an employee is provided un incess family: at insarance policy of the company escalered will be covered und minimum of five years cont emiscop permanent disability ject to the clause. The adva a celling of minimum wage ent Fund (EPF) Scheme und- the payroll every month. | incurred by th hment is given der this Group mpany for a su for a sum of- er the Employe inuous employ ty of an emplo nce against states of the Land | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 2400t 23752t Value / PA Rs. 24,000 pa** Rs. 24,000 pa** Rs. 6,00,000.00* Rs. 6,00,000.00* As applicable*p. As applicable 4 As applicable 5 L2% of Basic PA p.m |
| Total Cost to Company: Benefit / Scheme Performance Performance Incentives Subsidized Transport Service Group Insurance in Lieu Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum 19 Satutory bonus Provident Fund | A+B+C) (A+B+C+ Will be pa An indicate commutify An insurance sheemed: You are commutify You are commutify Insurance is payable in payable in payable in payable in payable you will be calculated. You will be Appropris | ANNEXURE II - 5/ RASH Bagsin - 5/ Po INSURANC DY 2 id upon completion of anniversary / idu pon completion of anniversary / idu pon completion of anniversary / idu cost of Rs. 16,200/Per annum to globeween home to office and back. In the cost of Rs. 16,200/Per annum to globeween home to office and back. In the possible of bring an employees term, to his Nomewerd under Group Ferm Life Insured Fermination Li | E/OTHER BENEFITS Description annul appraisal (@100%), ward transport subsidy is raciflity to avail but no encas an employee is provided un ince/family: at insarance policy of the co ance policy of the company sclared will be covered und minimum of five years cent miscop permanent disabili ject te the clause: The adva o a celling of minimum wag ent Fund (EFF) Scheme und at the payroll every month. | incurred by the himent is given der this Group impany for a sum offer a sum offer the Employe inuous employ ty of an employe ince against states of the Land er PF Act. | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 2400t 23752t 23752t Yalue /FA Rs. 24,000 pa** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable*p. As applicable* L2% of Basic Pa Jun As applicable* |
| Total Cost to Company: Renefit / Scheuze Personance Incentives Schisditzed Transport Scrvice Group Insurance in Lleu Group Personal Accident Group Term Life ESI Scheme Gratuity Advance against provisional minimum Frovident Fund Income Tax | A+B+C) (A+B+C+ Will be pa An indicat commutit An insura Scheme di You are co Self and y insurance is payable inorms of Provided be calcula You will b Appropri Ifany as p | ANNEXURE II - 5/ RASH Bagsin - 5/ Po INSURANC DY 2 id upon completion of anniversary / idu pon completion of anniversary / idu pon completion of anniversary / idu cost of Rs. 16,200/Per annum to globeween home to office and back. In the cost of Rs. 16,200/Per annum to globeween home to office and back. In the possible of bring an employees term, to his Nomewerd under Group Ferm Life Insured Fermination Li | E OTHER BENEFITS Description annual appraisal (@ 100%), wards transport subsidy is actility to avail but no encas an employee is provided un incess family: at insarance policy of the company escalered will be covered und minimum of five years cont emiscop permanent disability ject to the clause. The adva a celling of minimum wage ent Fund (EPF) Scheme und- the payroll every month. | incurred by the homent is given der this Group impany for a sure for a sum of-er the Employe innous employ ty of an employ ince against states of the Land er PF Act. | 2000 19793 19793 19793 19793 e employer for if not availed. Insurance m of- ess State ment as per the rec. | 2400t 23752t 23752t Yalue /FA Rs. 24,000 pa** Rs. 6,02,000.00* Rs. 6,00,000.00* As applicable*p. As applicable* L2% of Basic Pa Jun As applicable* |

-Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Rashi bagayat Date:

All and the second of the second of the following relatives of an insured person namely > a spouse, a mixed legitimate or adopted child depart the entries of the insured person servings of the insured person self who it (a) receiving education, till the or the attains the age of twenty the years, (b) an unmarried department of the insured person, and wholly dependent on the entriesp of the insured person, so long as the infamily continues and department persons.

Provided the second of the insured person, so long as the infamily continues and department persons.

Provided the second of the insured person, so long as the infamily continues and department persons.

Provided the second of the insured person, so long as the infamily continues and department persons.

| Candidate Name Designation | | Trainee Process Consultant | Locatio | n Hydera | bad |
|--|--|--|--|-------------------------------------|---------------------|
| | | 20.00 | | Monthly | Annual |
| Grade Components | | | w.e.f · DOJ * FIXED | | |
| Components | CHILLING. | -/- | * FIXED | 6190 | 74280 |
| Basic | | ACTOR OF THE PROPERTY OF THE PARTY. | THE PARTY OF THE P | 2476 | 29712 |
| House Rent Allowance | LENGTH . | THE RESERVE AND ADDRESS OF THE PARTY OF THE | A CANADA CONT. | 5000 | 60000 |
| Shift Allowance | CHAS ST | Control of the Contro | A STATE OF THE STA | 1810 | 2172 |
| C.III Allamanca | #3 Table 12 | | P | 15476 | 18571 |
| "A" Sub-total - Gross Pa | Y Sales bearing | (2014年) 100年 100年 100年 100年 100年 100年 100年 10 | RALBENEFITS | | |
| Con to | 1000 | *B* RETI | RALBENEFIIS | 516 | 619 |
| Advance against Statutory | Bonus | are the second second | | 743 | 891 |
| Provident Fund (@ 12% | of Basic Pa |) - Employer's Contribution | | 298 | 357 |
| | de Dessi) | | | 760 | 917 |
| ESIC Contribution (@4.7) | 596 on earn | ed Gross pay) – Employer's Contrib | ution * | 2317 | 2780 |
| *B*Sub-total- Retiral be | nefits | The second second | | 17793 | 21351 |
| Total Salary Cost (A+B) | 199 W 196 W. | 2019年,1919年 1919年 191 | bottom management | 13 | |
| | | | RIABLE PAY | 2000 | 240 |
| Performance Incentives (| ⊋ 100% of | given achievement targets) | | 2000 | 240 |
| "C" Sub-total - Variable | NUMBER OF STREET | ANNEAURE II | HARY & ALEOWANCES | 19793 | 2375 |
| Total Cost to Company (| A+B+C) | Ruhikaa | terms that I am to the | 17/75 | |
| Total control company (| | "D" INSURANC | E / OTHER BENEFITS | 19793 | rahad 2375 |
| Total Cost to Company: | (A+B+C- | DPC2 | tocat | 19795. | Value / PA |
| Benefit / Scheme | | | Description | | Rs. 24,000 p.a |
| Performance | Will be paid upon completion of anniversary / annual appraisal (@ 100%). | | | | |
| Incentives Subsidized Transport | a backer dies | tive cost of Rs.16,200/-Per annum to | wards transport subsidy is incurr | ed by the employer for | Rs. 24,000 p.a |
| Service | | | | | 150 17 |
| Group Insurance in Lieu | 4 - 1 | was basefit in the event of demise of | an employee is provided under this | Group Insurance | Rs. 6,02,000.0 |
| ofEDLI (Under PF Act) | Scheme d | uring an employees term, to his Non | ince/rammy. | | |
| Group Personal | | overed under group personal accide | ot insurance policy of the company | for a sum of- | Rs. 6,00,000.0 |
| Accident | You are c | overed under group personal accide | arian and a contract of the co | | Rs. 1.00,000.0 |
| Group Term Life | You are c | overed under Group Term Life Insu | ance policy of the company for a st | imor- | |
| ESI Scheme | Self and y | our dependent family members as d | eclared will be covered under the E | ampioyees scare | As applicable |
| | 1 11 | and a second and a second after a | minimum of five years continuous | employment as per the | As applicab |
| Gratuity | norms of | the Gratuity Act or in the event of d | emise or permanent disability of ar | employee. | |
| Advance against provisional minimum tatutory bonus | Provided be calcula | @ 8.33% of your Basic pay (PA) sub ted on maximum Basic Pay subject | ject to the clause: The advance aga o a ceiling of minimum wages of th | inst statutory bonus will e Land | As applicab |
| rovident Fund | You will b | e covered under Employees Provid | ent Fund (EPF) Scheme under PF A | ct. | 12% of Basic p.m |
| ncome Tax | Appropri | ate Income tax would be deducted i | the payroll every month. | | As applicable |
| rofessional Tax | If any as r | er the applicable rules in your state | | | As applicabl |
| TOR SOUTH TEA | ,,,,,, | Performance Incenti | ve Ratings and Earnings Table: | | |
| rocess Target achievemen | | Below Expectations | 100% | 115% | 125% |
| Eligible amount (Rs.p.a.) | | 0 | 24000 | 27600 | 30000 |
| ed sublest to | change or ner | the Law from time to time. Employer, which may change, including wi | hdrawal at any time without any notice. | 45 | |
| r de la | | | | | |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

6

Rithika a

As per SSIC, thenly means all or any of the following relatives of an innered person namely - a spoom, a minor legitimate or adopted on the samings of the innered person and who is (b) proceiving education; till be or the attains the age of neverty five years, (b) an unusationability or triving and in wholly dependent on the earnings of the innered person, so long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person, as long as the infimity continues and department points of the innered person as long as the infimity continues and department points of the innered person as long as the infimity continues and department points of the innered person as long as the infimity continues and department points of the innered person as long as the infimity continues and department points are as a long as the infimity continues and department points are as a long as the infimity continues and department points are as a long as the infimity continues and department points are as a long as a

| | Rukmini.damera | | | | |
|--|--|--|--|-----------------------------|-------------------|
| Candidate Name | Trainee Process C | onsultant | 100000 | No. down | 5-4 |
| Designation Grade | PC2 | A CONTRACTOR OF THE PARTY OF TH | Location | Hydera | Annual |
| Components | The state of the s | w.e.f< D0] | | Monthly | Aimuai |
| Components | | "A" FIXED | 100000 | 6190 | 74280 |
| Basic | | | (25) 12 12 12 12 12 12 12 12 | 2476 | 29712 |
| House Kent Allowance | Congress of Figure 25 Are | SERVICE OF THE PROPERTY OF THE PERSON OF THE | 100 | 5000 | 60000 |
| Shift Allowance | | BULL TELLIFIER | 79-78-3 | 1810 | 21720 |
| Skill Allowance | | | and the second | 15476 | 185712 |
| A" Sub-total - Gross Pa | 中国工程的工程的影响 大型在15年的大型中的影响 | 出版。自2年代2014年至4日2月2日在5月2日日 日本 | The state of the s | 10170 | |
| | | "B" RETIRAL BENEFITS | - W | 516 | 6190 |
| Advance against Statutory | Bonus | | - FH - CENT | 743 | 8916 |
| Provident Fund (@ 12% | of Basic Pay) - Employer's Contribu | itlon , | | 298 | 3576 |
| Gratuity (@ 4.81% of Box | sic Pay) | 1 . The same | ule v | 760 | 9120 |
| ESIC Contribution (@ 4.7. | % on earned Gross pay) – Employ | er's Contribution | THE STATE OF | 2317 | 27804 |
| "B"Sub-total- Retiral be | nefits | | The second | 17793 | 213516 |
| Total Salary Cost (A+B) | CORRESPONDED TO A STANCE OF THE STANCE OF TH | · 新工作的中国的证明,在1961年1970年,在1981 | St 4-7 A Hilliams | 1//73 | 210010 |
| | | "C" VARIABLE PAY | | 2000 | 24000 |
| Performance Incentives (6 | ₱ 100% of given achievement targ | ets) | | 2000 | 24000 |
| C Sub-total - Variable | | ORE II - SALARY & ALLOW | AACIS | 19793 | 237520 |
| Total Cost to Company (| A+B+C) Rukminadamera | STATE OF THE PARTY OF THE PARTY. | PARTICE CONTRACTOR OF THE PARTICE CONTRACTOR | 19/93 | 257520 |
| A majoria | | INSURANCE / OTHER BENE | | 19793 | rahad 237520 |
| Eotal Cost to Company: | A+B+C+D)'C2 | 盟の政権が引き、第140mm (1940年2月) | Location | 19793 | Value / PA |
| Benefit / Scheme | | Description | | | |
| Performance Incentives | _Will be paid upon completion of an | | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Po commuting between home to office | and back. Facility to avail but | no encashment is give | en if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the event of Scheme during an employees term | fdemise of an employee is pro to his Nominee/Family: | vided under this Gro | ap Insurance | Rs. 6,02,000.00* |
| Group Personal | You are covered under group pers | | of the company for a | sum of- | Rs. 6,00,000.00** |
| roup Term Life | You are covered under Group Terr | n Life Insurance policy of the c | ompany for a sum of | | Rs. 1,00,000.00** |
| SI Scheme | Self and your dependent family me Insurance (ESI) Act. | mbers as declared will be cove | ered under the Emplo | yees State | As applicable*p.n |
| ratuity | is payable on cessation of employn norms of the Gratuity Act or in the | nent after a minimum of five ye event of demise or permanen | ars continuous empl t disability of an emp | oyment as per the loyee. | As applicable* |
| dvance against rovisional minimum atutory bonus | Provided @ 8.33% of your Basic p be calculated on maximum Basic P | ay (PA) subject to the clause: T ay subject to a ceiling of minim | he advance against st um wages of the Land | atutory bonus will | As applicable* |
| rovident Fund | You will be covered under Employ | ees Provident Fund (EPF) Scho | eme under PF Act. | | 12% of Basic Pay |
| come Tax | Appropriate income tax would be | deducted in the payroll every | month. | | As applicable*p |
| ofessional Tax | If any as per the applicable rules in | | | | As applicable*p |
| A CONTRACTOR OF THE PARTY OF TH | Performa | ice Incentive Ratings and Earn | ings Table: | | |
| ocess Target achievement | Below Expectation | s 100% | | 115% | 125% |
| | and the second of the second o | | | | |

^{**} Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

| Sai Prasad Samudrala | |
|----------------------------------|-----|
| Deputy Manager - Human Resource | ces |
| Hinduja Global Solutions Limited | |

3

Rukmini.damera Date:

At the companies of the following relatives of an insured person namely: a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

Pt. Chear Empl. Income Tax eperapir to Processional L.

| Candidate Name | and the same | | - SALARY & ALLOWA | NCES | | 企业的 自然的 |
|---|---|---|--|---|------------------|------------------|
| Designation | and the second | S vasavi | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | CERN | | 100 |
| Grade | 111111111111111111111111111111111111111 | PC2 | ant | Location | Hert. | |
| Components | 100,4,5 | PCZ | w.e.f - DOI | Location | Monthly | rabad Annual |
| Components | No. 2 . 1 . 1 . 1 . 1 . 1 . 1 | Water to the second second | "A" FIXED | 13 | Monuny | Annuai |
| Basic | 777 11 | Company of the same of | A FIALL | - Ar I | 6190 | 74280 |
| House Rent Allowance | | EXP. 277 CESS OF CORP. IN | 173 - 2071 | 1 25 | 2476 | 29712 |
| Shift Allowance | | Anna San Barrana | | 7.7 | 5000 | 60000 |
| Skill Allowance | ALC: N | A STATE OF THE STATE OF | The state of the s | 1 11/1/2 | 1810 | 21720 |
| "A" Sub-total - Gross | Pay | MORE THE HARRIST LINES OF THE | 85000000000000000000000000000000000000 | (14.45) (19.66) (19.66) (19.66) (19.66) | 15476 | 185712 |
| | 14 | *B* F | RETIRAL BENEFITS | 7.5 | | |
| Advance against Statuto | | | | 14 - 1 W | 516 | 6190 |
| Provident Fund (@ 129 | 6 of Basic Pa | y) - Employer's Contribution | V 8 - 186 | 1 | 743 | 891 |
| Gratuity (@ 4.81% of B | | | | 100 | 298 | 357 |
| | | ned Gross pay) – Employer's Con | tribution | 200 | 760 | 912 |
| "B"Sub-total- Retiral | | | | 45,7(9) | 2317 | 2780 |
| Total Salary Cost (A + I | 8) | 为是产业的股份。 | NEW YORK AND ADDRESS OF THE PURPOSE OF THE PURPOSE OF | 大学 一层精彩的 | 17793 | 21351 |
| | | | VARIABLE PAY | | | |
| | | given achievement targets) | | | 2000 | 2400 |
| "C" Sub-total - Variable | ARTHUR ARTHUR TOWNS | | SALARY & ALLOWA | VCFS | 2000 | 2400 |
| Total Cost to Company | (A+B+C) | | delinities des les in | | 19793 | 23752 |
| Di- tonstron | 71-5-2 | | NCE / OTHER BENEFIT | | | |
| Total Cost to Company | (A+B+C+ | p)°C2 party takes mode skil | SHOP IN TALK SE | to be Location | 19793 | rabad 23752 |
| Benefit / Scheme Performance | | 1 | Description | | | Yalue / PA |
| Incentives | | id upon completion of anniversar | | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | commutir | tive cost of Rs.16,200/-Per annum ng between home to office and bac | k. Facility to avail but no | encashment is given | if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | | nce benefit in the event of demise uring an employees term, to his N | | ed under this Group | Insurance | Rs. 6,02,000.00* |
| Group Personal Accident | | overed under group personal acci | | | m of- | Rs. 6,00,000.00* |
| roup Term Life | | vered under Group Term Life Ins | | | | Rs. 1,00,000.00* |
| SI Scheme | Insurance | | | P1 (H/3) | | As applicable*p. |
| ratuity . | | on cessation of employment after he Gratuity Act or in the event of | | | | As applicable* |
| dvance against rovisional minimum atutory bonus | | 9 8.33% of your Basic pay (PA) so ed on maximum Basic Pay subject | | | atory bonus will | As applicable* |
| ovident Fund | You will be | covered under Employees Provi | dent Fund (EPF) Scheme | under PF Act. | 130 | 12% of Basic Pay |
| ome Tax | Appropriat | e Income tax would be deducted | in the payrol) every mon | ith. | | As applicable*p. |
| ofessional Tax | If any as per | r the applicable rules in your stat | e. | 11.27 | | As applicable*p. |
| mountaine and t | Party and all | Performance Incent | ive Ratings and Earnings | Table: | | - |
| cess Target achievement | | Below Expectations | 100% | 115 | % | 125% |
| AL LANCE | | | | | | |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

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To a forget a casamen

S vasavi Date:

is per ESIC, fimily means all or any of the following relatives of an insured person namely > a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental normality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

Para the service no our fage

| 28 36 6 PAR A 10 A | XX 175 5 40 | ANNEXURE II - | SALARY& ALLOWANCE | ES SERVICE | ten in the arres | 1.35 A. 2186 |
|---|-------------------------|---|--|--|---|---|
| Candidate Name | | Saltela sukkala | THE THE RESERVE | 16 (建美) | | |
| Designation | 27 (47) (47) | Trainee Process Consultar | nt e | 1 | | |
| Grade | | PC2 | SUPPLEMENT OF STREET | Location | Hyder | |
| Components | POPUL SEE | Section 1. The state of the | w.e.f - DOJ | -C 935 | Monthly | Annual |
| 10 10 mg = 1 - 10 | 1 | A CONTRACTOR OF | "A" FIXED | 1 1 | | The state of |
| Basic | | THE RESIDENCE OF THE SALES | A Literation Page Manager Manager | d Children | 6190 | 74280 |
| House Rent Allowance | 1100 | | Charge and the state of | 4 15.75 | 2476 | 29712 |
| Shift Allowance | Sept. | Control of the Control of the | | 1000 | 5000 | 60000 |
| Skill Allowance | | | | - 17 AVST2 | 1810 15476 | 21720 185712 |
| "A" Sub-total - Gross Pa | No Report Age | 电影的现在分词用的影响的影响 | | 177 | 15470 | 105/12 |
| | | -B- KE | TIRAL BENEFITS | | 516 | 6190 |
| Advance against Statutor | | | | | 743 | 891 |
| | , | - Employer's Contribution | THE RESERVE TO SERVE THE PARTY OF THE PARTY | - 45 | 30.500 | 357 |
| Gratuity (@4.81% of Ba | | | | | 298 | |
| | | d Gross pay) – Employer's Cont | ribution | 11 | 760 2317 | 912 2780 |
| "B"Sub-total- Retiral b | | | The second secon | The second second | 17793 | 21351 |
| Total Salary Cost (A + B) | HEAT DESIGNATION | | scart linear armonagain in a | de Compatier | 17793 | 21351 |
| | | | VARIABLE PAY | 807 | 2000 | 2400 |
| | @ 100% of gi | ven achievement targets) | | The state of the s | 2000 | 2400 |
| "C" Sub-total - Variable | 下是有是各种 | | SALARY & ALLOWANC | 1.5 | 2000 | 23752 |
| Total Cost to Company (| A+B+C) | Satteja sukkala | SATURD OF THE PARTY OF THE PART | \$ P1880 | 19793 | 23752 |
| Di Maland | | | ICE / OTHER BENEFITS | | 100001 | |
| Total Cost to Company: | (A+B+C+ | D)Yi2 ii daybar ii daybar ii daybar | end to be to be to be | * Location | 19793 | rabad 23752 |
| Benefit / Scheme | | | Description | | | Value / PA |
| Performance Incentives | ENCOURAGE SE | l upon completion of anniversary | | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | commuting | ve cost of Rs.16,200/-Per annum between home to office and back | c. Facility to avail but no en | cashment is giver | if not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insuran Scheme du | ce benefit in the event of demise o ing an employees term, to his No | of an emp j oyee is provided minee/Family: | under this Group | Insurance | Rs. 6,02,000.00 |
| Group Personal Accident | | ered under group personal accid | | | ım of- | Rs. 6,00,000.00 |
| Group Term Life | | ered under Group Term Life Ins | | | | Rs. 1,00,000.00 |
| SI Scheme | Insurance (| | | | | As applicable*p |
| iratuity | | n cessation of employment after e Gratuity Act or in the event of | | | | As applicable |
| dvance against rovisional minimum tatutory bonus | | 8.33% of your Basic pay (PA) su d on maximum Basic Pay subject | | | tutory bonus will | As applicable |
| rovident Fund | You will be | covered under Employees Provi | dent Fund (EPF) Scheme u | nder PF Act. | | 12% of Basic Paper |
| come Tax | | Income tax would be deducted | | h | | As applicable* |
| rofessional Tax | If any as per | the applicable rules in your stat | | | | As applicable* |
| Company of the same | and the | | ive Ratings and Earnings T | AND DESCRIPTION OF THE PERSON | - I - I - I - I - I - I - I - I - I - I | |
| ocess Target achievement | | Below Expectations | 100% | 11 | 5% | 125% |
| Eligible amount (Rs. p.a.) | | 0 | 24000 | 27 | 600 | 30000 |
| G | | | | | Carl (CV) | (5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5, |

* These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited Saiteja sukkala Date:

As per ESIC, family means all or any of the following relatives of an insured person namely - a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty 6th years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury, and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

In

| Candidate Name | ar malayar | Sameena t | AND A COLORADA SANCE | CES | | CATTLE COMMENT |
|--|--|---|---|---|----------------------------|--|
| Designation | APPROPRIES. | Trainee Process Consu | ultant | 77(28) | Und | erabad |
| Grade | TOWN THE | PC2 | w.e.f - DOJ | Location | Monthly | Annual |
| Components | | | "A" FIXED | well at | | |
| distriction of | 1. 1. 1. 1. N. V. W. | B | "RETIRAL BENEFITS | | 10.00 | |
| Service Control of the Control | 100 | "D" INCI | "C" VARIABLE PAY IRANCE / OTHER BENEFIT | 8 | | |
| Benefit / Scheme | | Experience of the second | Description | 74.5% | | Value / PA |
| SSI Scheme | Self and you | our dependent family member | rs as declared will be covered | under the Employ | ees state | As applicable*p.n |
| ratulty | ie navahle | on cessation of employment he Gratuity Act or in the eve | after a minimum of five years nt of demise or permanent di | continuous employ sability of an emplo | yment as per the eyec. | As applicable* |
| Advance against provisional minimum statutory bonus Provided ® 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land | | | | | | As applicable* |
| rovident Fund | You will be | covered under Employees P | rovident Fund (EPF) Scheme | under PF Act. | | 12% of Basic Pay p.m |
| come Tax | -234-1-170 | te Income tax would be dedu | | | 84 | As applicable*pa |
| rofessional Tax | | r the applicable rules in your | | 11-49 | | As applicable*pa |
| Hay to die | | Performance In | centive Ratings and Earnings 100% | | 5% | 125% |
| rocess Target achieveme | nt | . Below Expectations | 100% | | | |
| Eligible amount (Rs. p.a. |) | 0 | 0.00 | 1 0 | .00 | 0.00 |
| i Prasad Samudra | 1 | and the second second | Committee Committee | | meena t | we to the |
| eputy Manager - H | uman Res | ources | | Da | ate: | |
| eputy Manager - H induja Global Solu | | | | Da | ate: | |
| induja Global Solu | tions Limit | ted athres of an insured person namely > a | spouse, a minor legitimate er adopted | child dependent upon the | insured person, a child wh | o is wholly dependent |
| induja Global Solu or ESIC, family means all or any earnings of the insured person as nality or injury and is wholly depo | tions Limit of the following related who is (a) received | ted | e age of twenty five years, (b) an unma | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| induja Global Solu r ESIC, family means all or any carnings of the insured person an ality or injury and is wholly depo | tions Limit of the following related who is (a) received | ted atives of an insured person namely > a : ving education, till he or she attains the | e age of twenty five years, (b) an unma | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| induja Global Solu or ESIC, family means all or any earnings of the insured person as nality or injury and is wholly depo | tions Limit of the following related who is (a) received | ted athres of an insured person namely > a : ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| induja Global Solu r ESIC, family means all or any carnings of the insured person an ality or injury and is wholly depo | tions Limit of the following rel- ad who is (a) received and the earn | ted athres of an insured person namely > a : ving education, till he or she attains the ings of the insured person, so long as the | e age of twenty five years, (b) an unma | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| induja Global Solu r ESIC, family mears all or any examings of the insured person as naltry or injury and is wholly dep | tions Limit of the following rel- ad who is (a) received and the earn | ted athres of an insured person namely > a : ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or memal |
| induja Global Solu r ESIC, family means all or any or earnings of the insured person an ality or injury and is wholly dep | tions Limit of the following rel- ad who is (a) received and the earn | ted athres of an insured person namely > a large education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| induja Global Solu r ESIC, family means all or any or earnings of the insured person an ality or injury and is wholly dep | tions Limit of the following rela d who is (a) recei | ted athres of an insured person namely > a large education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the insured person anality or injury and is wholly deputing the solution of the s | tions Limit of the following rela d who is (a) recei | ted athres of an insured person namely > a large education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the insured person as ality or injury and is wholly dep | tions Limit of the following reli d who is (a) received | ted athres of an insured person namely > a large education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the insured person as ality or injury and is wholly dep | tions Limit of the following rela d who is (a) recet melent on the earn | ted atives of an insured person namely > a ring education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the innured person as ality or injury and is wholly dep | tions Limit of the following relia d who is (a) received and ent on the earn | ted atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the innured person as ality or injury and is wholly dep | tions Limit of the following relia d who is (a) received and ent on the earn | ted atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | o is wholly dependent ny physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the innured person as ality or injury and is wholly dep | tions Limit of the following relia d who is (a) received and ent on the earn | ted atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty live years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent my physical or mental |
| nduja Global Solu ESIC, śmily means all or any earnings of the insured person as ality or injury and is wholly depo | tions Limit of the following relia d who is (a) received endent on the earn | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent my physical or mental |
| nduja Global Solu ESIC, family means all or any earnings of the insured person as talky or injury and is wholly deport to the solution of the insured person as talky or injury and is wholly deport injury and injury | tions Limit of the following relia d who is (a) received endent on the earn | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent my physical or mental |
| induja Global Solu ESIC, family means all or any earnings of the linuared person as nality or injury and is wholly dep | tions Limit of the following relia d who is (a) received endent on the earn | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent my physical or mental |
| induja Global Solu ESIC, family means all or any earnings of the linuared person as nality or injury and is wholly dep | tions Limit of the following relia d who is (a) received endent on the earn | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent my physical or mental |
| resic, samly means all or any earnings of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is wholly department of the insured person as nality or injury and is not injury and is not injury and injur | tions Limit of the following relia d who is (a) received and the earns on the earns on the earns | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent try physical or mental |
| nduja Global Solu ESIC, Samly means all or any earnings of the insured person as tality or injury and is wholly dep | tions Limit of the following rela ad who is (a) received and ent on the earn on the earn on the limit is the control of the control on the control of the control of the control on the control of the control of the control on the control of the co | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent try physical or mental |
| r ESIC, family means all or any earnings of the lineared person as nality or injury and is wholly deport to the second sec | tions Limit of the following rela ad who is (a) received and ent on the earn on the earn on the limit is the control of the control on the control of the control of the control on the control of the control of the control on the control of the co | atives of an insured person namely > a ving education, till he or she attains the ings of the insured person, so long as the | age of twenty five years, (b) an urms e infirmity continues and department p | child dependent upon the | insured person, a child wh | to is wholly dependent try physical or mental |

A TOTAL OF THE STREET, AND THE

| | Candus Incomb | | | |
|---|--|--|---|-------------------------|
| Candidate Name | Sandra Joseph Trainee Process Consult | ant J | 20.48 | |
| Designation | | Lo | cation Hyder | |
| Grade | PC2 | w.e.f - DOJ | Monthly | Annual |
| Components | | "A" FIXED | 0.00 | 74200 |
| White I wanted | The state of the s | 1 A 10 A | 6190 | 74280 29712 |
| Basic | | 5 | 2476 | 60000 |
| House Rent Allowance | | Mary and Control of the | 5000 | |
| Shift Allowance | | The state of the s | 1810 | 21720 |
| Skill Allowance | 人员和奥西拉斯 安排500年来到1000000日的河南4000 | はたいまでは何をおかりに対しております。 コ・ペー・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・ | 15476 | 185712 |
| "A" Sub-total - Gross Pay | "B" I | RETIRAL BENEFITS | 1072 | (100 |
| | | | 516 | 6190 |
| Advance against Statutory | Bonus Proplements Contribution | THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TW | 743 | 8916 |
| | f Basic Pay) – Employer's Contribution | | 298 | 3576 |
| Gratuity (@ 4.81% of Bas | ic Pay) | telleution | 760 | 9120 |
| ESIC Contribution (@ 4.75 | % on earned Gross pay) – Employer's Cor | DUDUION | 2317 | 27804 |
| "B"Sub-total- Retiral be | nefits | CAMP OF STREET, STREET | 17793 | 213516 |
| Total Salary Cost (A + B) | CHARLES THE PARTY OF THE PARTY | " VARIABLE PAY | | |
| - • | | VARIABLE FAI | 2000 | 24000 |
| Performance Incentives (@ | 100% of given achievement targets) | - SALARY & ALLOWANCES | 2000 | 24000 |
| "C" Sub-total - Variable | Constitution of the Party of the Constitution | - SALARCE & ALLOWARDS | 19793 | 237520 |
| Total Cost to Company (| A+B+C) Sandra toseph | ANCE / OTHER BENEFITS | 11130 | |
| St. Towns of the second | | | oation 19793 | rahad 237520 |
| Total Cost to Company: (| A+B+C+D)*C2 | The state of the s | (Alatibat | Value / PA |
| Benefit / Scheme | | Description | | Rs. 24,000 p.a** |
| Performance incentives | Will be paid upon completion of anniversa | | J. st. amplaner for | 125 0500007 (150000) |
| Subsidized Transport Service | An indicative cost of Rs.16,200/-Per annu commuting between home to office and ba | ack. Facility to avail but no encashi | ment is given it not avaned. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | An Insurance benefit in the event of demis Scheme during an employees term, to his | e of an employee is provided unde | r this Group Insurance | Rs. 6,02,000.00* |
| Group Personal | You are covered under group personal ac | cident insurance policy of the com | | Rs. 6,00,000.00** |
| Group Term Life | You are covered under Group Term Life I | nsurance policy of the company fo | rasum of- | Rs. 1,00,000.00** |
| SI Scheme | Self and your dependent family members | as declared will be covered under | the Employees State | As applicable*p.r |
| Gratuity | is payable on cessation of employment aft norms of the Gratuity Act or in the event | er a minimum of five years contin of demise or permanent disability | uous employment as per the of an employee. | As applicable* |
| Advance against provisional minimum | Provided @ 8.33% of your Basic pay (PA) be calculated on maximum Basic Pay subj | subject to the clause: The advanc | e against statutory bonus will | As applicable* |
| rovident Fund | You will be covered under Employees Pro | ovident Fund (EPF) Scheme under | PF Act. | 12% of Basic Pay p.m |
| come Tax | Appropriate Income tax would be deduct | | | As applicable*p. |
| rofessional Tax | If any as per the applicable rules in your s | tate. | | As applicable*p. |
| 110,000 | Performance Inc | entive Ratings and Earnings Table: | () () () () () () () () () () | |
| rocess Target achievemen | | 100% | 115% | 125% |
| | 0 | 24000 | 27600 | 30000 |

story Schemes are subject to change as per the Law from time to time. * These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Sandra joseph Date:

At the press of the following relatives of an incured person namely > a spouse, a minor legitimate or adopted child dependent upon the incured person, a child who is wholly dependent on the following relatives of an incured person namely > a spouse, a minor legitimate or adopted child dependent upon the incured person, a child who is wholly dependent on the following relatives of the incured person and who is (a) receiving education, till be or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

Income fax - wound Tax

| A DILL N | Har House (| Sindhuja gss | SALARY & ALLOWANCES | VICE CONTRACTOR OF THE PARTY OF | The state of the state of |
|--|------------------------|--|--|--|--|
| Candidate Name | V - 2009 5 | Trainee Process Consultar | nt . | Mary Control | Self-code to 1992 |
| Designation | | PC2 | Locat | | |
| Grade | 100 | 102 | w.e.f - DOJ | Monthly | Annual |
| Components | 0.450 | 0 | "A" FIXED | AT. | 71200 |
| | | | STATE OF STREET | 6190 | 74280 29712 |
| Basic House Rent Allowance | | Name of the Park o | STAND AND THE COMPANY OF THE | 2476 | 60000 |
| Shift Allowance | 1 | ACCORDED NO. | THE RESIDENCE OF THE PARTY OF T | 5000 | 21720 |
| Civil Alleurance | JF C - 1.7 | KE SHAWA TELL | | 1810 | 185712 |
| A Sub-total - Gross Par | A - Same of the | 対象の表現の表現の表現の表現の表現を | PROPERTY TO PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE PR | 15476 | 103/12 |
| A Sub tout Cross to | | "B" RI | ETIRAL BENEFITS | | 6190 |
| Advance against Statutory | Bonus | | 17 | 516 | 8916 |
| Provident Fund (@ 12% (| of Basic Pay |) – Employer's Contribution | | 743 | |
| Gratuity (@ 4.81% of Bas | | | | 298 | 3576 |
| Tracturty (@ 4.0176 0) Bus | of on earn | ed Gross pay) – Employer's Cont | tribution | 760 | 9120 |
| *B*Sub-total-Retiral be | nefits | ca or coo pagy amproy of a con- | The state of the s | 2317 | 27804 |
| Total Salary Cost (A + B) | | Well and the second like the little of | CONTRACTOR AND ADDRESS OF THE PARTY OF THE P | 17793 | 213516 |
| Total Salary Cust (A+B) | CONTRACTOR STATE | "C" | VARIABLE PAY | 4 | |
| Bouformance Incentives (fi | a 100% of | iven achievement targets) | | 2000 | 24000 |
| C" Sub-total - Variable | | | SALARY & ALLOWANTIS | 2000 | 24000 |
| Total Cost to Company (| A+R+C) | | EW THE STANDS OF THE P. | 19793 | 237520 |
| total cost to company (| ATDTO | "D" INSURA | NCE / OTHER BENEFITS | | |
| Fotal Cost to Company: (| A+R+C- | | the same in Local | tion 19793 | |
| Benefit / Scheme | A CD. CC | P) 1111 | Description | | Value / PA |
| Performance ncentives | | id upon completion of anniversar | | | Rs. 24,000 p.a** |
| Subsidized Transport Service | commuti | og between home to office and bac | n towards transport subsidy is incur k. Facility to avail but no encashmen | t is given it not availed. | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | -An Ingues | ance benefit in the event of demise uring an employees term, to his N | of an employee is provided under th | is Group Insurance | Rs. 6,02,000.00* |
| Group Personal Accident | You are c | overed under group personal acci | ident insurance policy of the company | | Rs. 6,00,000.00** |
| Group Term Life | You are c | overed under Group Term Life In: | surance policy of the company for a s | um of- | Rs. 1,00,000.00** |
| ESI Scheme | Self and y | our dependent family members a | s declared will be covered under the | Employees State | As applicable*pa |
| Gratuity | is payable norms of | on cessation of employment afte the Gratuity Act or in the event o | r a minimum of five years continuou f demise or permanent disability of a | s employment as per the n employee. | As applicable* |
| Advance against provisional minimum tatutory bonus | Provided be calcula | @ 8.33% of your Basic pay (PA) s ted on maximum Basic Pay subjec | subject to the clause: The advance ag: ct to a ceiling of minimum wages of th | ninst statutory bonus will ne Land | As applicable* |
| rovident Fund | You will b | e covered under Employees Prov | rident Fund (EPF) Scheme under PF A | Act. | 12% of Basic Pay p.m |
| ncome Tax | | ate Income tax would be deducted | | - 1 | As applicable*p. |
| rofessional Tax | If any as p | er the applicable rules in your sta | ate. | | As applicable*p. |
| | 22,231 | Performance Incer | ntive Ratings and Earnings Table: | | |
| | | Below Expectations | , 100% | 115% | 125% |
| Process Target achievemen | | | the second second second | | and the same and t |

| Sai Prasad Samu | drala |
|------------------|-------------------|
| Deputy Manager | - Human Resources |
| Hinduia Global S | olutions Limited |

Sindhuja gss Date:

| n the earnings of the insured person and who is (a) receiving education, till h | e or she attains the age of twent | ty five years, (b) an unmarried o | laughter, a child who is infir | nn by reason or any physical |
|---|-------------------------------------|-----------------------------------|--------------------------------|------------------------------|
| bnormality or injury and is wholly dependent on the earnings of the insured p | erson, so long as the infirmity cor | ntinues and department parents | | |
| Prevalent Fund | | 4.11 | | |
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|--|--|--|---|--|--------------------|----------------------------------|
| 800 中央和政治等。2015年 | Matrice day | | ALARY & ALLOWA | NCES | | |
| Candidate Name | SEA1133 | Sunil naik dharavath | 7.00 | - 1/mi | | |
| Designation | 17 11 17 | Trainee Process Consultan | | Location | Hyder | |
| Grade | | PC2 | w.e.f - DO] | V 281.022 | Monthly | Annual |
| Components | | | A" FIXED | 11.6 | | TO 10 11 19 11 12 |
| | 1000 | | | 1 1965 | 6190 | 74280 |
| Basic House Rent Allowance | | | Committee of the last | 1000 | 2476 | 29712 60000 |
| Shift Allowance | AND THE | THE PERSON NAMED IN | CONTRACTOR | 1.0 | 5000 | 21720 |
| Skill Allowance | | TOWN AND STATE OF | かっている 生の薬 | TYP. | 1810 | 185712 |
| "A" Sub-total - Gross Pay | VAN THE REAL PROPERTY. | 12.1.2.2 日報が20mmで見り、 オタルイ | 于2016年10日12日本 | 1原作。 | 15476 | 185/12 |
| A Sub-total- dross a | | *B* RE* | TIRAL BENEFITS | - PHI | | 6190 |
| Advance against Statutory | Bonus | | | 1.4% | 516 743 | 8916 |
| Provident Fund (@ 1296 c | of Basic Pay) | - Employer's Contribution | 1.0 | | | 357 |
| Gratuity (@ 4.81% of Bas | | | | | 298 | 9120 |
| DSIC Contribution (@ 4.75 | 5% on earne | l Gross pay) – Employer's Contr | ibution | (/// | 760 | 27804 |
| *B*Sub-total- Retiral be | enefits | | CONTRACTOR STATE | 1 - COL | 2317 | 21351 |
| Total Salary Cost (A+ B) | | | MULTINEED CONTRACTOR | 1 1 12/14 | 17793 | 213510 |
| | | | ARIABLE PAY | | 2222 | 2400 |
| Performance Incentives (6 | @ 100% of giv | en achievement targets) | day years and a second | (1) | 2000 | 2400 |
| ace Sub-total - Variable | OF THE OWNER OF THE OWNER, THE OW | ANNEXURE II - S | ALARY & ALLOW | MUS | 19793 | 23752 |
| Total Cost to Company (| A+B+C) | Sunil naik dharayath | THE PRESIDE | - F CT 2 | 19793 | 23/32 |
| 1)- | was the | "D" INSURAN | CE / OTHER BENEF | TS | 19793 | rahad 23752 |
| Total Cost to Company: | (A+B+C+I |))°C2 | With the William | to Location | 19793 | Value / PA |
| Benefit / Scheme | | | Description | | | |
| Performance Incentives | Will be paid | upon completion of anniversary | / annual appraisal (@ | 100%). | the employer for | Rs. 24,000 p.a** |
| Subsidized Transport Service | | e cost of Rs.16,200/-Per annum between home to office and back | | | | Rs. 24,000 p.a** |
| Group Insurance in Lieu of EDLI (Under PF Act) | Scheme dur | ce benefit in the event of demise o ing an employees term, to his No | minee/Family: | - | | Rs. 6,02,000.00* |
| Group Personal Accident | You are cov | ered under group personal accid | ent insurance policy o | f the company for a | sum of - | Rs. 6,00,000.00* |
| Group Term Life | You are cov | ered under Group Term Life Inst | rance policy of the co | mpany for a sum ci- | Chata | |
| ESI Scheme | | ered under Group Ferm Life inst ir dependent family members as ESI) Act. in cessation of employment after | | | | As applicable*p. As applicable* |
| Gratuity | norms of th | e Gratuity Act or in the event of | demise or permanent | disability of all empi | oyee. | As applicable |
| Advance against provisional minimum statutory bonus | Provided @ be calculate | 8.33% of your Basic pay (PA) su d on maximum Basic Pay subject | bject to the clause: Th to a ceiling of minimu | ne advance against st m wages of the Land | atutory bonus will | As applicable* |
| Provident Fund | tatutory bonus | | | | | 12% of Basic Pa p.m |
| Income Tax | Appropriat | e Income tax would be deducted | in the payroll every m | onth. | | As applicable*p |
| - to | | | | - | | As applicable*p |
| Professional Tax | If any as per | the applicable rules in your stat | e. ive Ratings and Earnir | es Table: | | |
| | and the same of th | | 100% | 1 1 | 15% | 125% |
| | | | | | | |
| Process Target achievemen | nt. | Below Expectations | 18,000 | - 2 | 0.700 | 22,500 |

Sai Prasad Samudrala Deputy Manager - Human Resources Hinduja Global Solutions Limited

Sunil naik dharavath

Date:

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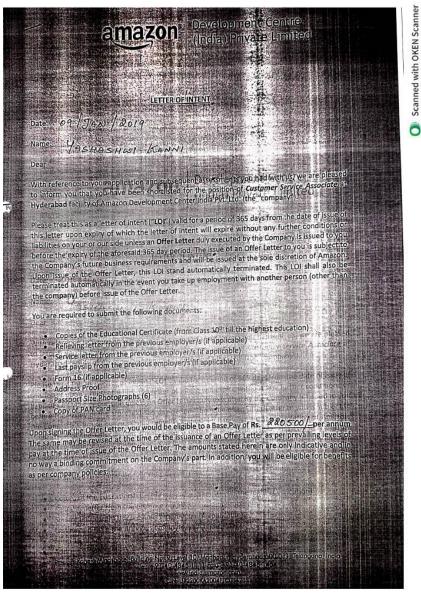
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|--|--|--|--|---|--|
| | e Process Consultant | . Local | on Hydera | Hyderabad Monthly Annual | |
| PC2 | The second second | | Monthly | | |
| 12 5 13 | | | WW. | | |
| Contract of | | FIXED | 6190 | 74280 | |
| Basic | | | | 29712 | |
| House Rent Allowance | | | 5000 | 60000 | |
| Shift Allowance 1810 | | | | 21720 | |
| Still Allowance 15476 | | | | 185712 | |
| SECURE AND DESCRIPTION OF | "D" DETIE | AL RENEFITS | 147 | | |
| | D KEIII | ALDUMENTO | | 6190 | |
| Advance against Statutory Bonus 743 | | | | 8916 | |
| | | | | 3576 | |
| Gratuity (@ 4.81% of Basic Pay) 760 | | | | 9120 | |
| ESIC Contribution (@ 4.75% on earned Gross pay) - Employer's Contribution 2317 "B"Sub-total- Retiral benefits 17793 | | | | 27804 | |
| efits | AND DESCRIPTION OF THE PERSON | records a management of the last | 17793 | 213516 | |
| 2.特别的特色中1.0%。 | #C# VAL | HABI E DAV | -9.5 | | |
| | | MADLETAT | 2000 | 24000 | |
| Performance Incentives (@ 100% of given achievement targets) C Sub-total- Variable ANNEXURE IL SALARY & ALLOWA L.5. 19703 | | | 24000 | | |
| Editor Street | | JER CLE PERSON | 19793 | 237520 | |
| +B+C) Syea S | "D" INCIDANCE | /OTHER BENEFITS | | | |
| | | | ation 197931 | | |
| A+B+C+Dft2 | Togg draft brooking in larger than | | | Value / PA | |
| Benefit / Scheme Performance Will be paid upon completion of anniversary / annual appraisal (@ 100%) Interestives | | | | Rs. 24,000 p.a** | |
| | | | | Rs. 24,000 p.a** | |
| to be a possible of the event of demise of an employee is provided under this Group insurance | | | | Rs. 6,02,000* | |
| al. You are covered under group personal accident insurance policy of the company for a sum of | | | | Rs. 6,00,000** | |
| You are covered under Group Term Life Insurance policy of the company for a sum of | | | | | |
| Selfand your dependent family members as declared will be covered under the Employees state | | | | As applicable*p. | |
| | | | As applicable* | | |
| Advance against Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will provisional minimum Provided @ 8.33% of your Basic pay (PA) subject to a ceiling of minimum wages of the Land | | | | As applicable | |
| statutory bonus | | | | 12% of Basic Pa p.m | |
| 111 detected as the property month | | | | As applicable* | |
| | | | | As applicable* | |
| If any as per the ap | plicable rules in your state | a Bathagr and Farnings Table- | | | |
| and out of the | | | 115% | 125% | |
| it Be | Below Expectations | 100% | 11074 | 1 24 3 5 5 | |
| | | | | | |
| | Basic Pay) - Employ Pay) **Grant Gross patellis* **Took of given achi* **Took of given a | "B" RETIR "Basic Pay) - Employer's Contribution "B' RETIR Basic Pay) - Employer's Contribution "G" VAI 100% of given achievement targets) "ANNEXURE II - SAI ANNEXURE II - SAI A | PCZ W.C.P.DJ "A" FIXED "A" FIXED "A" FIXED "Busk-Pay) - Employer's Contribution "Busk-Pay) - Employer's Contribution "C" VARIABLE PAY "O' WARIABLE PAY "O' WARIABLE PAY "ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. R. ANNEXURE R - MARKY & ALLOWA - R. ANNEXURE R - MARKY & ALLOWA - R. A. R. ANNEXURE R - MARKY & ALLOWA - R. A. R. ANNEXURE R - MARKY & ALLOWA - R. A. R. ANNEXURE R - MARKY & ALLOWA - R. A. R. ANNEXURE R - MARKY & ALLOWA - R. A. R. A | PC2 W.e.(r D0) Well by AFFXED 6190 2476 5000 1810 760 600 760 600 760 601 760 601 760 760 | |

* Statutory Schemes are subject to change as per the Law from time to time.

* These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Simmi Patel Sr. Manager - Human Resources Hinduja Global Solutions Limited Syed Sameeha Date:

App re ESC. (amily means all or any of the following relatives of anisonered person namely - a spoose, a mixor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earning of the lossived person and who is (a) receiving education, till be or whe attains the age of townsy the years, (b) an immarried daughter, a child who is following to a supplied an emertal absorbable or all or and a supplied and a suppl



Dear Anil Kumar Reddy,

Samuha Creations ltd. is pleased to offer you the position of **Business Development Executive**. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date.

*Salary: Annual gross salary of Rs. 2,80,000/-, salary would be provided based on your performance and Targets achieved.

DOCUMENTS

- 1. Xerox of All mark sheets and certificates.
- 2. Copy of Residence Proof: Photocopy of Passport/ driving license/Voter's identity card/Ration Card.
- 3. Salary slips from previous employer (If any)
- 4. Experience certificate of previous companies (If any)
- 5. Two passport size photographs.
- 6. Copy of latest CV
- 7. Sign and date this job offer letter where indicated below.
- 8. Sign and date the Code of Conduct Agreement at the time of joining.

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- Mail all pages of this job offer letter back to us in the enclosed business-reply envelope, to arrive by 17th June, 2019.

If you accept this job offer, your joining date will be on the day of 17th June, 2019.

We Samuha Creations ltd, at hope that you'll accept this job offer and look forward to welcome you in our company. Your immediate reporting authority will be Mr.K.Kartick. Feel free to contact at below mentioned number during office timings if you have any query.

Contact: 9491412779 (Mr.K.Kartick)

I understand the terms and conditions of employment as described in this letter and accept the offer. Samuha Creations Ltd

To own your tomorrow...

Sincerely,

Gorita Anil Kumar Reddy.

Dear Souray,

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Contact: 9491412779 (Mr.K.Kartick)

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Sincerely,

To own your tomorrow...

Sourav Karwankar.

Dear Priyanka,

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To own your tomorrow...

Sincerely,

Priyanka Gummadi.

Dear Akhil Goud,

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To own your tomorrow...

Sincerely,

Akhil Goud.

Dear Susheel Pratap Kumar,

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Contact: 9491412779 (Mr.K.Kartick)

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Sincerely,

To own your tomorrow...

Koripa Susheel Pratap Kumar.

Dear Sunayana,

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Contact: 9491412779 (Mr.K.Kartick)

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Sincerely,

To own your tomorrow...

Kurra Sunayana.

Dear Prasad,

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To own your tomorrow...

Sincerely,

Y Prasad.

Dear Someshwar,

Samuha Creations ltd. is pleased to offer you the position of **Business Development Executive**. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date.

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Contact: 9491412779 (Mr.K.Kartick)

I understand the terms and conditions of employment as described in this letter and accept the offer.

Sincerely, To own your tomorrow...

-40.

Mahankali Someshwar.

Dear Sai Teja,

Samuha Creations ltd. is pleased to offer you the position of **Business Development Executive**. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date.

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Contact: 9491412779 (Mr.K.Kartick)

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To own your tomorrow...

Sincerely, Sai Teja Banala.

Dear Vaishnavi,

Samuha Creations ltd. is pleased to offer you the position of **Business Development Executive**. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date.

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- 7. Sign and date this job offer letter where indicated below.
- 8. Sign and date the Code of Conduct Agreement at the time of joining.

- 1. Sign and date this job joining letter where indicated below by mentioning non acceptance.
- 1. Mail all pages of this job offer letter back to us in the enclosed business-reply envelope, to arrive by 17th June, 2019.

If you accept this job offer, your joining date will be on the day of 17th June, 2019.

We Samuha Creations ltd, at hope that you'll accept this job offer and look forward to welcome you in our company. Your immediate reporting authority will be **Mr.K.Kartick**. Feel free to contact at below mentioned number during office timings if you have any query.

Contact: 9491412779 (Mr.K.Kartick)

I understand the terms and conditions of employment as described in this letter and accept the offer.

Sincerely, To own we

To own your tomorrow...

Jitta Vaishnavi.



CAMPUS OFFER

Date: Feb-15-18

Dear

Chanda Navya

We are pleased to offer you the position of "Trainee Associate – AR". You will be on probation for a period of Six months with us from the date of joining.

Your Annual compensation for first 3 months would be ₹ 1,36,472/- (Rupees One Lakh Thirty-Six Thousand Four Hundred & Seventy-Two Only) per annum, (i.e.) during your training period. Your Net Take Home including Night Shift Allowance will be ₹ 11,190/- Per month.

After you successfully complete the first three months of Training, you will be On Job Training from the 4th month, and your monthly CTC will be increased by ₹ 2,000/- (Rupees Two Thousand only). The increase is subject to your performance.

On successful completion of your probationary period of six months, you will be evaluated and based on your performance you will be confirmed in writing and subsequently your monthly CTC will be increased by ₹ 3,000/- (Rupees Three Thousand only) per month.

You are required to join the Company on May 07, 2018. Please return a signed copy of this letter as a token of your acceptance. If you do not join the organisation on the above-mentioned date, you offer will stand cancelled

On your day of joining, you will be signing a service agreement with Reventics Private Limited for a period of 18 months.

On your date of joining please carry the below mentioned documents for joining formalities

- Four recent passport sized photographs,
- Photocopies of all educational certificates,
- Proof of ID Aadhar Card, Pan Card

A Detailed appointment letter with all terms and conditions will be given to you on the date of joining.

Note:

- * Cab pickup is only for shift starting after 8:30 PM IST
- * Cab drop facility is for shift having logout time on or before 6:00 AM IST

We look forward to a mutually rewarding relationship.

For Reventics Private Limited

Mary Cristeen Moyya

Manager - HR

Signature of the candidate



CAMPUS OFFER

Date: 15-18

Kahkashan

We are pleased to offer you the position of "Trainee Associate - AR". You will be on probation for a period of Six months with us from the date of joining.

Your Annual compensation for first 3 months would be ₹ 1,36,472/- (Rupees One Lakh Thirty-Six Thousand Four Hundred & Seventy-Two Only) per annum, (i.e.) during your training period. Your Net Take Home including Night Shift Allowance will be ₹ 11,190/- Per month.

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We look forward to a mutually rewarding relationship.

For Reventics Private Limited

Mary Cristeen Moyya

Manager - HR

Signature of the candidate



CAMPUS OFFER

Date: Feb - 19-19

Dear

C.H. Rakesh

We are pleased to offer you the position of "Trainee Associate - AR". You will be on probation for a period of Six months with us from the date of joining.

Your Annual compensation for first 3 months would be ₹ 1,36,472/- (Rupees One Lakh Thirty-Six Thousand Four Hundred & Seventy-Two Only) per annum, (i.e.) during your training period. Your Net Take Home including Night Shift Allowance will be ₹ 11,190/- Per month.

After you successfully complete the first three months of Training, you will be On Job Training from the 4th month, and your monthly CTC will be increased by ₹ 2,000/- (Rupees Two Thousand only). The increase is subject to your performance.

On successful completion of your probationary period of six months, you will be evaluated and based on your performance you will be confirmed in writing and subsequently your monthly CTC will be increased by ₹ 3,000/- (Rupees Three Thousand only) per month.

You are required to join the Company on May-19-2019. Please return a signed copy of this letter as a token of your acceptance. If you do not join the organisation on the above-mentioned date, you offer will stand cancelled

On your day of joining, you will be signing a service agreement with Reventics Private Limited for a period of 18 months.

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- Photocopies of all educational certificates,
- · Proof of ID Aadhar Card, Pan Card

A Detailed appointment letter with all terms and conditions will be given to you on the date of joining.

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- * Cab drop facility is for shift having logout time on or before 6:00 AM IST

We look forward to a mutually rewarding relationship.

For Reventics Private Limited

Mary Cristeen Moyya

Manager - HR

Signature of the candidate

REVENTICS Private Limited

Sanali Info Park, 8-2-120/113, First Floor Block A, Road No. 2, Banjara Hills, Hyderabad-5000034. Telangana Phone: +91-40-42700215, www.reventics.com

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