

18-Aug-2023

Dear AZAD SINGH,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	90,000
Supplementary Allowance	90,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	4,326
Flexible Compensation Pay	87,074
<b>Total Fixed Pay</b>	<b>300,000</b>

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Subhashish Banerji**  
**Executive Vice President**  
**Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**



# TOYOTA

## NANDI TOYOTA

MOTOR WORLD PRIVATE LIMITED

46/3A, Kudlu Gate, 7th Mile,  
Hosur Road, Bangalore - 560 068.  
Ph : 080 - 40431111  
Website : www.nanditoyota.com

MWL:HRD:008447

16-08-2023

**Mr. Azad Singh**  
**Venkatesh Building, 141**  
**Kothnur, Bangalore**  
**Bangalore Urban District 560077**

### LETTER OF APPOINTMENT

**Dear Mr. Azad Singh,**

With reference to your application and the subsequent interview, we are pleased to offer you employment with us as **SALES OFFICER** on the following terms and conditions.

1. You will be paid a basic salary of Rs.2700/- per month and the Variable Dearness Allowance as applicable under the Minimum Wages Act and Rules. The Variable Dearness Allowances currently applicable to the employees at Queens Road, Bangalore where you are being posted for duties is Rs.6700/- approx. per month.
2. You will be on probation for a period of one year. Your services are liable for termination without assigning any reason or notice or payment in lieu of notice if your services are found not to our entire satisfaction. Your probationary period is also liable to be extended at the discretion of the management.
3. You will continue to remain on probation until your appointment is either terminated or confirmed and such termination or confirmation is intimated to you in writing.
4. You will be eligible to be paid the following allowance per month

Conveyance Allowance	: Rs.3000/-
Medical Allowance	: Rs.1000/-
City Compensatory Allowance	: Rs.1000/-
Transport Allowance	: Rs.1300/-

**Page 1 of 2**



# TOYOTA

## **NANDI TOYOTA**

MOTOR WORLD PRIVATE LIMITED

46/3A, Kudlu Gate, 7th Mile,  
Hosur Road, Bangalore - 560 068.  
Ph : 080 - 40431111  
Website : www.nanditoyota.com

5. You will be eligible to be covered by statutory requirements like Provident Fund, Family Pension Schemes, Employees State Insurance, Bonus which are prevailing in this organization.
6. You will be entitled to leaves as per Company's rules governing the same.
7. Your services are liable to be transferred to any locations of our organization in India.
8. During your service with us you will be required to carry out all instructions as may be assigned to you by the company management from time to time.
9. You will retire from the services on reaching the age of 60 years. Your date of birth will be reckoned as recorded in your School Leaving Certificate.
10. You will abide by the rules of discipline, general conduct and other terms of service prevailing in the company whether expressed or implied. You are also liable to accept changes in your duties if we find such changes are necessary in the interest of our business.
11. If you are willing to accept the appointment in terms of this letter you may report for duties on **16/08/2023** at 9 AM at our Queens Road, Bangalore where you will be posted for your duties for the time being.
12. A duplicate copy of this letter of appointment may be signed and returned to us in token of your acceptance of this appointment on the terms and conditions stated herein.

**For Motor World Pvt. Ltd**

**CHIEF HUMAN RESOURCES OFFICER.**

**Page 2 of 2**

**OFFER LETTER**

Date: 07 Nov, 2022

Dear Azad Singh Np

Indian Academy

We refer to recent interview for the below mentioned position and are pleased to offer you the position of **Intern** with **INSPLORE Consultants Pvt. Ltd.** All of us at Insplore Consultants are excited that you would be joining our team!

Please find the following confirmation of the specifics of your internship:

**Position Title: Intern**

**Department: Marketing And Finance**

**Date of Joining: 14 Nov, 2022**

**Work location: Delhi/Work from Home**

For any queries please feel free to write us at: [hr@insploreconsultants.com](mailto:hr@insploreconsultants.com)

**Best Wishes!!**



**(Authorized Signatory)**

**Head HR**

**Insplore Consultants Pvt. Ltd.**

19<sup>th</sup>, Oct, 2022

**Name:** Sattar Sharieff  
**Address:** Bangalore  
**Contact Number:** 6360869043  
**Email Address:** sattarsharieff@gmail.com

**OFFER OF EMPLOYMENT**

Dear Sattar Sharieff,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,98,000/- (One Lakh Ninety-Eight Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Talent Acquisition

Accepted:

**Expertcallers Solutions Pvt Ltd**

📍 H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

📍 B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 📞 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Ref: UHP/HR/OL/ETA/2023/37

Date – 01.08.2023

To,

**Monish S B**

S/O Srinath Babu G, #39,  
G H Hemavathi Building  
1<sup>st</sup> cross, Opp Krishna School  
Chikkadevsandra, Bangalore North  
Karnataka 560036

## Letter of Offer

**Dear Monish S B,**

Congratulations!! & Welcome to the dynamic team of **UHP Technologies Private Limited**. With reference to your application & subsequent discussion you have had with us, the Management is pleased to offer you the position of **Executive Trainee Accounts & Finance** with our Organization on the mutually agreed terms:

- You will join us On or Before **16.08.2023**
- After you join, you may be deployed to any of our Project Locations across India.
- You will get a Monthly Stipend of Rs. /- and corresponding Cost to Company (CTC) will be **Rs. 309924/-** Details as per enclosed annexure.
- Apart from the Stipend, you will get the benefits like Stay\*, Travel\* & other Statutory Benefits as applicable to you. **22,000**
- A Detailed Appointment Letter will be issued to you on your joining the Organization.
- Your Appointment is subject to finding you medically fit and upon receipt of copies of all your Educational Certificates, testimonials, as applicable.

Please note that this offer Letter is based upon correctness of the representation of facts made by you in your application and discussions. Kindly acknowledge duplicate of this offer Letter as a token of your acceptance of our letter.

Yours Faithfully,

For **UHP Technologies Pvt Ltd,**



**Manjunath Jyothinagar**  
Managing Director

**Accepted by:**

**Monish S B**

# UHP Technologies Private Limited

An ISO 9001:2015 Certified Company



Ref: UHP/HR/OL/ETA/2023/37

## Annexture-1

<b>Name : Monish S B</b>	<b>DoJ : 16.08.2023</b>		
<b>Designation: Executive Trainee</b>	<b>M0</b>		
<b>Component</b>	<b>Monthly</b>	<b>Annually</b>	<b>Remarks</b>
Basic + DA	21000	<b>252000</b>	
House Rent Allowance	0	<b>0</b>	
Conveyance	0	<b>0</b>	
Medical Allowances	0	<b>0</b>	
Other Allowances	1000	<b>12000</b>	
<b>Gross</b>	<b>22000</b>	<b>264000</b>	
<b>Benefits @ Site</b>		<b>0</b>	
Lodging Expense	0	<b>0</b>	NA
Food Allowances	0	<b>0</b>	NA
LTA	0	<b>0</b>	NA
<b>Statutory Benefits</b>		<b>0</b>	
Gratuity	<b>1010</b>	<b>12115</b>	Payable on separation, but only if worked for 5 years of continuous service. Amount may vary and shall be as per statutory norms
Statutory Bonus	0	<b>0</b>	Paid Annually based on statutory norms
Performance Incentive*	0	<b>0</b>	Paid Annually based on Performance Evaluation
PF (Company Contribution)	1800	<b>21600</b>	
ESIC (Company Contribution)	0	<b>0</b>	If Applicable
Insurance Cost (Approx)	600	<b>7200</b>	
Medical Health Insurance	<b>417</b>	<b>5009</b>	Shall be reimbursed monthly as per HR policy.
<b>Cost To Company (CTC)</b>	<b>25827</b>	<b>309924</b>	

### Please Note:

\*\* Health Insurance premium (coverage up to 3 Lacs) shall be reimbursed on monthly salary on submission of premium receipt. This is mandatory prior to joining

Taxes and other Statutory Deductions as per applicable Statutory rules and regulations.

Travel, Mobile & Lodging Allowance as per company policies.

\* shall depend on individual's performance measures and shall be paid annually.

For UHP Technologies Pvt Ltd

**Manjunath Jyothinagar**  
Managing Director

Accepted

**Monish S B**

# UHP Technologies Private Limited

An ISO 9001:2015 Certified Company



Ref. UHP/HR/ OL/ETA/2023/38

Date – 01.08.2023

**To,**  
**Y Pushpa**  
D/O Y Reddappa,  
1-123, Thirumala Reddy Palli  
Peddakurappalli, Ramasamudram  
Chittoor, Andhra Pradesh 517417

## Letter of Offer

**Dear Y Pushpa,**

Congratulations!! & Welcome to the dynamic team of **UHP Technologies Private Limited**. With reference to your application & subsequent discussion you have had with us, the Management is pleased to offer you the position of **Executive Trainee Accounts & Finance** with our Organization on the mutually agreed terms:

- You will join us On or Before **16.08.2023**
- After you join, you may be deployed to any of our Project Locations across India.
- You will get a Monthly Stipend of Rs. **22,000/-** and corresponding Cost to Company (CTC) will be **Rs. 309924/-** Details as per enclosed annexure.
- Apart from the Stipend, you will get the benefits like Stay\*, Travel\* & other Statutory Benefits as applicable to you.
- A Detailed Appointment Letter will be issued to you on your joining the Organization.
- Your Appointment is subject to finding you medically fit and upon receipt of copies of all your Educational Certificates, testimonials, as applicable.

Please note that this offer Letter is based upon correctness of the representation of facts made by you in your application and discussions. Kindly acknowledge duplicate of this offer Letter as a token of your acceptance of our letter.

Yours Faithfully,

For **UHP Technologies Pvt Ltd,**

**Manjunath Jyothinagar**  
Managing Director

**Accepted by:**

**Y Pushpa**

# UHP Technologies Private Limited

An ISO 9001:2015 Certified Company



Ref. UHP/HR/OL/ETA/2023/38

## Annexure-1

<b>Name : Y Pushpa</b>	<b>DoJ : 16 08 2023</b>		
<b>Designation : Executive Trainee</b>	<b>M0</b>		
<b>Component</b>	<b>Monthly</b>	<b>Annually</b>	<b>Remarks</b>
Basic + DA	21000	<b>252000</b>	
House Rent Allowance	0	<b>0</b>	
Conveyance	0	<b>0</b>	
Medical Allowances	0	<b>0</b>	
Other Allowances	1000	<b>12000</b>	
<b>Gross</b>	<b>22000</b>	<b>264000</b>	
<b>Benefits @ Site</b>		<b>0</b>	
Lodging Expense	0	<b>0</b>	NA
Food Allowances	0	<b>0</b>	NA
LTA	0	<b>0</b>	NA
<b>Statutory Benefits</b>		<b>0</b>	
Gratuity	1010	<b>12115</b>	Payable on separation, but only if worked for 5 years of continuous service. Amount may vary and shall be as per statutory norms
Statutory Bonus	0	<b>0</b>	Paid Annually based on statutory norms
Performance Incentive*	0	<b>0</b>	Paid Annually based on Performance Evaluation
PF (Company Contribution)	1800	<b>21600</b>	
ESIC (Company Contribution)	0	<b>0</b>	If Applicable
Insurance Cost (Approx)	600	<b>7200</b>	
Medical Health Insurance	417	<b>5009</b>	Shall be reimbursed monthly as per HR policy.
<b>Cost To Company (CTC)</b>	<b>25827</b>	<b>309924</b>	

### Please Note:

\*\* Health Insurance premium (coverage up to 3 Lacs) shall be reimbursed on monthly salary on submission of premium receipt. This is mandatory prior to joining.

Taxes and other Statutory Deductions as per applicable Statutory rules and regulations.

Travel, Mobile & Lodging Allowance as per company policies.

\* Shall depend on individual's performance measures and shall be paid annually.

For **UHP Technologies Pvt Ltd,**

  
**Manjunath Jyothinagar**  
Managing Director

Accepted by:

**Y Pushpa**

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**Fwd: Placements**

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**Madhusudhan H** <madhusudhan\_iagi@indianacademy.edu.in>

Mon, Sep 25, 2023 at 2:12 PM

To: "Mr. Premkumar Placements - IAGI" &lt;premkumar@indianacademy.edu.in&gt;

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

From: **Divya Anand** <divya@hometriangle.com>

Date: Wed, Aug 16, 2023 at 12:38 PM

Subject: Re: Placements

To: Madhusudhan H &lt;madhusudhan\_iagi@indianacademy.edu.in&gt;

Cc: Bhumika Shetty &lt;bhumika@hometriangle.com&gt;, Saritha Shivarudraiah &lt;saritha@hometriangle.com&gt;

Hello Sir,

I hope this email finds you well. We are pleased to inform you of the successful completion of our selection process. These students have potential knowledge and skills. We believe they will make valuable contributions to our team and help drive our organization's success. We greatly appreciate your collaboration in connecting us from your institution.

Thank you for your continued support, and we look forward to welcoming the selected candidates to the Hometriangle Online Service Pvt Ltd.

The selected students List is attached below

Thanks and Regards

Divya A

HR @ Hometriangle

On Wed, Jul 5, 2023 at 2:15 PM Madhusudhan H &lt;madhusudhan\_iagi@indianacademy.edu.in&gt; wrote:

Dear Divya,

You are requested to kindly share with us the results of the interview conducted at Indian Academy during the Rapid Recruits event held on 15th & 16th June, 2023. We would be happy to support you in coordinating with the students for the further process.

Kind Regards

Madhusudhan H

On Thu, May 4, 2023 at 11:19 AM Divya Anand &lt;divya@hometriangle.com&gt; wrote:

Dear Team,

We are glad to associate with your institution for your placement drive requirements in your College.

**Hometriangle Online Services Pvt Ltd**, is the leading home services market network, connects homeowners with quality home improvement, repair and maintenance professionals to take care of all your home service needs.

We have been actively hiring for many job positions like Business Development Executive, Customer Care Executive and Content Writing

Give us the confirmation so that we shall proceed by sending you the detailed job description for the same.

Thanks &amp; Regards,

Divya

HR @Hometriangle

website: [www.hometriangle.com](http://www.hometriangle.com)

22 July 2023

Name : Ankush Kumar Goyal

Contact Number : 9929538657

Mail id : guptaankush275@gmail.com

Sub: **Provisional Offer Letter**

Dear Ankush Kumar Goyal

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

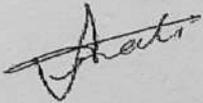
Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

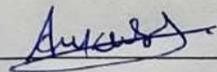
Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, Ankush Kumar Goyal accept the above offer.



(Signature)



**Date:** 20 June 2023

**OL No:** ISM000293

Dear **Azad Singh NP** ,  
Bangalore

## **Re: Internship Offer at Immensphere IT Services**

We are pleased to offer you an internship opportunity at Immensphere IT Services, Bangalore. The position is for **Trainee - Inside Sales Internship**. Your internship shall commence on **1 August 2023** and shall continue upto **1 December 2023**. You will be under a 10 day unpaid training period between **1 August 2023 - 11 August 2023** and participation and attendance are mandatory.

This is an Inside Sales role that involves online/telephonic sales and monthly targets.

During the period of your internship, you will get a stipend of **INR 30,250 per month** (Refer to Annexure 1 for the detailed breakup).

- Working Hours: 9 Hours a day (Inc. Lunch Break)
- JobType: Internship
- Location: Bangalore
- Number of working days is 6 (saturday and sunday is mandatory)

As an intern, you will not be receiving any of the employee benefits including, but not limited to, health insurance, vacation, or sick-pay that the Company offers to its permanent employees.

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

- 3 passport size color photographs
- Photocopies of PAN Card and address proof. You are required to carry original documents at the time of joining
- Academic Certificates (10th, 12th, Graduation)

It is understood that your internship is voluntary and treated as 'at-will'. Further, please note that your internship will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your internship without any notice or compensation.

During your tenure of internship, you would be governed by the Company policies and any other agreement that you may execute with the Company from time to time.

During your internship with Immensphere IT Services, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Immensphere IT Services.

During the term of your internship, you may create work reports, summaries, synopsis, projections among others for the Company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the Company. You agree not to make claims over the same and to further do all acts, deeds or things as the Company may desire to enable the Company to have such rights over the works and or the work products.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **21 June 2023** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand cancelled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer of employment as on **21 June 2023** and will be reporting on **1 August 2023**.

---

Signature:

Date:

# ANNEXURE - 1

- **Intern – Stipend Structure**

Break-Up Amount

Stipend	₹30,250
Fixed	₹15,000
Variable	₹4,000
Incentive	₹11,250

- **Variable & Incentives** will be paid as per performance
  - **Fixed** – Fixed components will be paid as per attendance.
  - **Variable** – Calculated as per the below monthly target;
    - ✓ Target – 40 payments per month
    - ✓ Payout – 100 per payment
  - **Incentive** – Calculated as per the below revenue slabs;
    - ✓ 5% on  $\geq 2,25,000$  Revenue
    - ✓ 4% on  $\geq 1,50,000$  Revenue
    - ✓ 3% on  $\geq 1,00,000$  Revenue
  - **PIP Rules:**
    - ✓ 2 consecutive months of less than 10 payments per month will attract PIP
    - ✓ PIP duration will be 15 days. During this period target & payout will be proportional
  - **Training period**– If the employee is unable to commit to the 10-day mandatory training schedule or does not agree with the terms of the offer, the same would be revoked without further notice

**Date:** 23 June 2023

**OL No:** ISM000364

Dear **Rakesh Durugkar**,

Bangalore

### **Re: Internship Offer at Immensphere IT Services**

We are pleased to offer you an internship opportunity at Immensphere IT Services, Bangalore. The position is for **Trainee - Inside Sales Internship**. Your internship shall commence on **17 July 2023** and shall continue upto **17 October 2023**. You will be under a 10 day unpaid training period between **17 July 2023 - 27 July 2023** and participation and attendance are mandatory.

This is an Inside Sales role that involves online/telephonic sales and monthly targets.

During the period of your internship, you will get a stipend of **INR 30,250 per month** (Refer to Annexure 1 for the detailed breakup).

- Working Hours: 9 Hours a day (Inc. Lunch Break)
- JobType: Internship
- Location: Bangalore
- Number of working days is 6 (saturday and sunday is mandatory)

As an intern, you will not be receiving any of the employee benefits including, but not limited to, health insurance, vacation, or sick-pay that the Company offers to its permanent employees.

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

- 3 passport size color photographs
- Photocopies of PAN Card and address proof. You are required to carry original documents at the time of joining
- Academic Certificates (10th, 12th, Graduation)

It is understood that your internship is voluntary and treated as 'at-will'. Further, please note that your internship will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your internship without any notice or compensation.

During your tenure of internship, you would be governed by the Company policies and any other agreement that you may execute with the Company from time to time.

During your internship with Immensphere IT Services, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Immensphere IT Services.

During the term of your internship, you may create work reports, summaries, synopsis, projections among others for the Company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the Company. You agree not to make claims over the same and to further do all acts, deeds or things as the Company may desire to enable the Company to have such rights over the works and or the work products.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **24 June 2023** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand cancelled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer of employment as on **24 June 2023** and will be reporting on **17 July 2023**.

---

Signature:

Date:

# ANNEXURE - 1

- **Intern – Stipend Structure**

Break-Up Amount

<b>Stipend</b>	<b>₹30,250</b>
Fixed	₹15,000
Variable	₹4,000
Incentive	₹11,250

- **Variable & Incentives** will be paid as per performance
  - **Fixed** – Fixed components will be paid as per attendance.
  - **Variable** – Calculated as per the below monthly target;
    - ✓ Target – 40 payments per month
    - ✓ Payout – 100 per payment
  - **Incentive** – Calculated as per the below revenue slabs;
    - ✓ 5% on  $\geq 2,25,000$  Revenue
    - ✓ 4% on  $\geq 1,50,000$  Revenue
    - ✓ 3% on  $\geq 1,00,000$  Revenue
  - **PIP Rules:**
    - ✓ 2 consecutive months of less than 10 payments per month will attract PIP
    - ✓ PIP duration will be 15 days. During this period target & payout will be proportional
  - **Training period**– If the employee is unable to commit to the 10-day mandatory training schedule or does not agree with the terms of the offer, the same would be revoked without further notice

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**Immensphere - Job mela**

1 message

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**Linton Roy** <linton.roy@immensphere.com>  
To: madhusudhan\_iagi@indianacademy.edu.in  
Cc: Silpa Rao <silpa@immensphere.com>

Wed, Jun 21, 2023 at 7:31 PM

Dear Sir,

We take this opportunity to thank you for the support extended by you and the team during the recent job fair on 15th of July 2023 at Indian Academy.

We got around 27 interests for the roles we are hiring for (Inside Sales and Founders Office roles). Below are the selected students from the list

Azad Singh NP	B. Com	1st AuguST
Sanjay	M s c	September
Raghu Raman A	B .Com	September
John Stephen.s	B .Com	September
Hima R	Bsc	September

<**Mohammed aftab pasha | BCA | Indian Academy**  
**DILIP KUMAR S** | Bsc | MS Ramaiah College of Arts, Science and Commerce >

The eligibility criteria for Founders office role is MBA or similar so, we will not be able to offer that to the UG students; however, if they are interested in Inside Sales role, we will be happy to extend the same to them.

We look forward to continuous support from you and your esteemed organization in the future,

Thanks & Regards  
Linton HR

---

 **tpo.xlsx**  
11K

22 July 2023

Name Jeevika S

Contact Number 7411037664

Mail id jeevikajeevi1001@gmail.com

Sub: **Provisional Offer Letter**

Dear Jeevika, S

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_

(Signature)

**Registered Office:**

**NSM Services Private Limited**

Block 7, 11<sup>th</sup> Floor, DLF IT SEZ Park,  
1/124 Shivaji Gardens, Manapakkam,  
Chennai - 600089, Tamil Nadu, India  
Phone No. 044-4631 7127  
CIN: U72200TN2015PTC101740  
[www.mrcooper.com](http://www.mrcooper.com), [Secretary@mrcooper.com](mailto:Secretary@mrcooper.com)

**Branch Office:**

**NSM Services Private Limited**

Block No. 2, 3<sup>rd</sup> Floor, North Wing,  
Bhartiya Centre of Information Technology,  
Milestone Buildcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

19/08/2023

## Offer Letter

Dear Kaushik R,

Congratulations! We are pleased to confirm that you have been selected .We are delighted to make you the following job offer:  
We are offering you with full time position of **Vendor Management Associate** in our company.

The starting monthly salary at Rs 22000 CTC. The joining date on 01/09/2023.

Please sign the enclosed copy of this letter and return it to me by [21/08/2023] to indicate your acceptance of this offer .

If you have any queries related to this feel free to contact me. You can email us the questions if any .Your dedication and s skills are an asset to our company and we will be glad to have you in our team. A detailed break-up and policy guidelines will be notified to you in the appointment letter

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

Sincerely  
Divya A  
HR@hometriangle

Accepted by,  
Candidate Signature



**HomeTriangle Online Services Pvt. Ltd**  
No.16, k No. 180/16, NRI Layout, Kalkere,  
Bangalore - 560043  
Karnataka, INDIA

+91 76 76 000 100  
contact@hometriangle.com  
www.hometriangle.com

**Fwd: "Letter of Intent" - Indegene Limited :: Joyce :: 1224**

1 message

Madhusudhan H <madhusudhan\_iagi@indianacademy.edu.in>  
To: "Mr. Premkumar Placements - IAGI" <prem Kumar@indianacademy.edu.in>

Wed, Jan 4, 2023 at 9:29 AM

Dear Prem,

Please file the LOI of Joyce and send a congratulations email to her marking the Principal and the HOD in CC.

Kind Regards  
Madhusudhan H

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

From: **Joyce Srinivasan** <joycesrinivasan0209@gmail.com>  
Date: Tue, Jan 3, 2023 at 9:13 PM  
Subject: Fwd: "Letter of Intent" - Indegene Limited :: Joyce :: 1224  
To: <madhusudhan\_iagi@indianacademy.edu.in>

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

From: **Divya S** <system@successfactors.com>  
Date: Tue., 3 Jan. 2023, 20:16  
Subject: "Letter of Intent" - Indegene Limited :: Joyce :: 1224  
To: Joyce Madalene <joycesrinivasan0209@gmail.com>  
Cc: Divya S <divya.souderaj@indegene.com>, Manjula S <manjula.sudhakar@indegene.com>

Requisition ID # 1224

Resume ID # 11085

**January 3, 2023**

To,  
**Joyce Madalene,**  
**229 12th cross kacharakanahalli**

**Dear Joyce,**

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be **Junior Copy Editor** in the Career **A2** Career Grade.
- II. Your Cost to Company (CTC) will be **INR. 3,40,000 p.a.** (Rupees Three Lakh Forty Thousand Only per annum). You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
- IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

**With best wishes,****Bina Patil**  
**Vice President – Human Resources**



**Fwd: "Letter of Intent" - Indegene Limited :: Kavyashree :: 1224**

1 message

Madhusudhan H <madhusudhan\_iagi@indianacademy.edu.in>  
To: "Mr. Premkumar Placements - IAGI" <prem Kumar@indianacademy.edu.in>

Sat, Dec 31, 2022 at 9:39 AM

Dear Prem,

Please file the LOI of Kavyashree who got placed in Indegene.

Kind Regards  
Madhusudhan H

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

From: **Kavyashree L** <kavyasree45@gmail.com>  
Date: Fri, Dec 30, 2022 at 7:30 PM  
Subject: Re: "Letter of Intent" - Indegene Limited :: Kavyashree :: 1224  
To: madhusudhan\_iagi@indianacademy.edu.in <madhusudhan\_iagi@indianacademy.edu.in>

On Fri, 30 Dec, 2022, 6:55 pm Kavyashree L, &lt;kavyasree45@gmail.com&gt; wrote:

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

From: **Divya S** <system@successfactors.com>  
Date: Fri, 30 Dec, 2022, 6:16 pm  
Subject: "Letter of Intent" - Indegene Limited :: Kavyashree :: 1224  
To: Kavyashree L <kavyasree45@gmail.com>  
Cc: Divya S <divya.sunderaj@indegene.com>, Manjula S <manjula.sudhakar@indegene.com>

Requisition ID # 1224

Resume ID # 13452

**December 30, 2022****To,  
Kavyashree L,  
Veeranapalya****Dear Kavyashree,**

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be **Junior Copy Editor** in the Career **A2** Career Grade.
- II. Your Cost to Company (CTC) will be **INR. 3,40,000 p.a.** (Rupees Three Lakh Forty Thousand Only per annum). You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
- IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

**With best wishes,**



**Bina Patil**  
**Vice President – Human Resources**



**29<sup>th</sup> August 2023**

**Praveen Kumar,**  
[allenpraveen96@gmail.com](mailto:allenpraveen96@gmail.com)

**TRAINEE – Letter of Offer**

Dear **Praveen Kumar,**

We are pleased to inform that you have been shortlisted for the position of **Trainee – US Staffing** at Sunrise Biztech Systems Private Limited ("**Company**") situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **07<sup>th</sup> September 2023**.
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration FY2023-24 will be Rs. **2,83,000/- pa**.
7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.



8. During the Training period, your performance shall be evaluated periodically (every quarter)  
We welcome you and look forward to a mutually successful Internship period.

9. Upon the successful completion of your Traineeship Period, and based on your performance during the said Traineeship Period, the Company may at its complete discretion make an offer to you for employment with the Company.

We welcome you and look forward to a mutually successful traineeship period.

Should you have any queries, please do contact [HRdesk@sunrisebiztechsys.com](mailto:HRdesk@sunrisebiztechsys.com)

Yours truly,  
For Sunrise Biztech Systems Private Limited

A handwritten signature in blue ink, appearing to read "Smitha", is written over a circular blue ink stamp. The stamp contains the text "SUNRISE BIZTECH SYSTEMS PRIVATE LIMITED" around its perimeter.

Smitha T  
Senior Manager – HR

**Annexure A ( Salary and Benefits)**

Your salary shall be structured in the following manner:

Components	Monthly	Annualised
(A) Basic Salary	15,000	1,80,000
(B) Benefits		
Employer PF Contribution	1,800	21,600
Statutory Bonus	1,400	16,800
Others	4,663	55,956
Gratuity		8,640
<b>TOTAL Cost To Company (CTC) = (A+B+C)</b>	<b>22,863</b>	<b>2,83,000</b>
Estimated monthly take home	<b>19,063</b>	

**Other Benefits: -**

(D) *Group Health insurance annual premium per person (Self, Spouse & 2 children are covered)	Coverage of 5 lakhs	<b>Rs. 12,039</b>
(E) *Accidental Insurance annual premium (Self only)	Coverage of 10 lakhs	<b>Rs. 1,198</b>

**Note:** - \*Some of above allowances are flexible but subject to financial declarations.

Yours truly,

**For Sunrise Biztech Systems Private Limited**



**Smitha T**



**Senior Manager-HR**

Having read the Letter and the terms and conditions, the undersigned accepts the same and that this supersedes any and all prior understandings, offers, or agreements, whether oral or written, and that there are no other terms express, or implied.

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_



**29<sup>th</sup> August 2023**

**Praveen Kumar,**  
[allenpraveen96@gmail.com](mailto:allenpraveen96@gmail.com)

**TRAINEE – Letter of Offer**

Dear **Praveen Kumar,**

We are pleased to inform that you have been shortlisted for the position of **Trainee – US Staffing** at Sunrise Biztech Systems Private Limited ("**Company**") situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **07<sup>th</sup> September 2023**.
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration FY2023-24 will be Rs. **2,83,000/- pa**.
7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.



8. During the Training period, your performance shall be evaluated periodically (every quarter)  
We welcome you and look forward to a mutually successful Internship period.

9. Upon the successful completion of your Traineeship Period, and based on your performance during the said Traineeship Period, the Company may at its complete discretion make an offer to you for employment with the Company.

We welcome you and look forward to a mutually successful traineeship period.

Should you have any queries, please do contact [HRdesk@sunrisebiztechsys.com](mailto:HRdesk@sunrisebiztechsys.com)

Yours truly,  
For Sunrise Biztech Systems Private Limited

A handwritten signature in blue ink, appearing to read "Smitha", is written over a circular blue ink stamp. The stamp contains the text "SUNRISE BIZTECH SYSTEMS PRIVATE LIMITED" around its perimeter.

Smitha T  
Senior Manager – HR

**Annexure A ( Salary and Benefits)**

Your salary shall be structured in the following manner:

Components	Monthly	Annualised
(A) Basic Salary	15,000	1,80,000
(B) Benefits		
Employer PF Contribution	1,800	21,600
Statutory Bonus	1,400	16,800
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Gratuity		8,640
<b>TOTAL Cost To Company (CTC) = (A+B+C)</b>	<b>22,863</b>	<b>2,83,000</b>
Estimated monthly take home	<b>19,063</b>	

**Other Benefits: -**

(D) *Group Health insurance annual premium per person (Self, Spouse & 2 children are covered)	Coverage of 5 lakhs	<b>Rs. 12,039</b>
(E) *Accidental Insurance annual premium (Self only)	Coverage of 10 lakhs	<b>Rs. 1,198</b>

**Note: -** \*Some of above allowances are flexible but subject to financial declarations.

Yours truly,

**For Sunrise Biztech Systems Private Limited**



**Smitha T**



**Senior Manager-HR**

Having read the Letter and the terms and conditions, the undersigned accepts the same and that this supersedes any and all prior understandings, offers, or agreements, whether oral or written, and that there are no other terms express, or implied.

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

22 July 2023

Name : Sunil Sen S

Contact Number : 7975 081 581

Mail id : suniltawar78@gmail.com

Sub: **Provisional Offer Letter**

Dear Sunil Sen S

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be INR 2,50,000/- per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_  
(Signature)

**Registered Office:**  
**NSM Services Private Limited**  
Block 7, 11<sup>th</sup> Floor, DLF IT SEZ Park,  
1/124 Shivaji Gardens, Manapakkam,  
Chennai - 600089, Tamil Nadu, India  
Phone No. 044-4631 7127  
CIN: U72200TN2015PTC101740  
[www.mrcooper.com](http://www.mrcooper.com), [Secretary@mrcooper.com](mailto:Secretary@mrcooper.com)

**Branch Office:**  
**NSM Services Private Limited**  
Block No. 2, 3<sup>rd</sup> Floor, North Wing,  
Bhartiya Centre of Information Technology,  
Milestone Buildcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

22 July 2023

Name : S. Praveen

Contact Number : 7619395001 / 9880017664

Mail id : praveensundaram72@gmail.com

Sub: **Provisional Offer Letter**

Dear Praveen, S

Welcome to Mr. Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_

(Signature)

**Registered Office:**

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Phone No. 044-4631 7127

CIN: U72200TN2015PTC101740

[www.mrcooper.com](http://www.mrcooper.com), [Secretary@mrcooper.com](mailto:Secretary@mrcooper.com)

**Branch Office:**

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Milestone Buildcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

22 July 2023

Name : S. Praveen

Contact Number : 7619395001 / 9880017664

Mail id : praveensundaram72@gmail.com

Sub: **Provisional Offer Letter**

Dear Praveen, S

Welcome to Mr. Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_

(Signature)

**Registered Office:**

**NSM Services Private Limited**

Block 7, 11<sup>th</sup> Floor, DLF IT SEZ Park,  
1/124 Shivaji Gardens, Manapakkam,  
Chennai - 600089, Tamil Nadu, India  
Phone No. 044-4631 7127

CIN: U72200TN2015PTC101740

[www.mrcooper.com](http://www.mrcooper.com), [Secretary@mrcooper.com](mailto:Secretary@mrcooper.com)

**Branch Office:**

**NSM Services Private Limited**

Block No. 2, 3<sup>rd</sup> Floor, North Wing,  
Bhartiya Centre of Information Technology,  
Milestone Buildcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

Date:30-Nov-2023

Dear Nitesh Gowda S

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

We are pleased to make you an offer of employment as **TRAINEE - MEDICAL REVIEWER** full time and your place of posting will be **Bengaluru-II** with an Annual CTC Compensation of **Rs. 2,45,277.00 (Two Lakhs Forty Five Thousand Two Hundred Seventy Seven Rupees Only)**. Your date of joining will be on or before **01-Dec-2023**, beyond which this offer stands revoked.

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

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

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

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

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

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

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your **01-Dec-2023**.

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

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

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

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

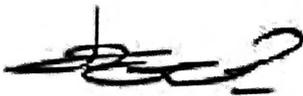
- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR
- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days. Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.



**Guruvayurappan P V**

**Chief Human Resource Officer**

Annexure A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the "company"), and those that may be amended from time to time.

**Statement of Facts**

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

**Duties**

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

**Place of Work**

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

**Hours of Work**

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified

during induction. The festival holidays may vary every year and across region/Service line.

#### **Leave and Vacation**

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorata basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

#### **Conduct**

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

#### **Confidentiality**

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
  - o The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
  - o The Code of Business Conduct and Ethics
  - o Prohibition or Disclosure or Use of Inside Information (as applicable)

**Separation from the company**

a. The retirement age of the company is 58 years for Bands 1 – 4 and T1 – T4, Band 5/T5 & above is 60 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

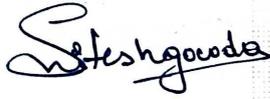
Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	NA	NA
After confirmation	60	60	60	60	60	90	90

b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period-in lieu for the un-served notice period.

c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter..

*I accept the terms and conditions of the Company mentioned above.*

**Signature**



**Name:Nitesh Gowda S**

**Date:30-Nov-2023**

Annexure – B

**SALARY STRUCTURE**

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
<b>Fixed Cash (Gross)</b>		
Basic	17160	205920
Advanced Statutory Bonus	15600	187200
	1560	18720
<b>Benefit</b>	<b>3280</b>	<b>39357</b>
PF	1872	22464
ESI	558	6693
Group Term Life Insurance	100	1200
Gratuity	750	9000
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>

\*Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00 /- per annum which is payable as per company policy on achievement of agreed upon targets.

\*Pay for Performance - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum which is payable as per company policy on achievement of agreed upon targets.

Authorized by



**Guruvayurappan P V**

**Chief Human Resource Officer**

19<sup>th</sup>, Oct, 2022

Name: Sumithra K  
Address: Bangalore  
Contact Number: 8147312567  
Email Address: sumi97153@gmail.com

**OFFER OF EMPLOYMENT**

Dear Sumithra K,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

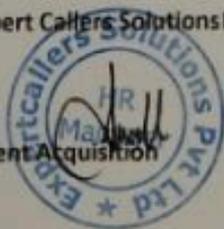
- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

Talent Acquisition

**Expertcallers Solutions Pvt Ltd**

H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Sumithra K  
Address: Bangalore  
Contact Number: 8147312567  
Email Address: sumi97153@gmail.com

**OFFER OF EMPLOYMENT**

Dear Sumithra K,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

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As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

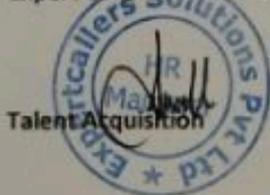
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- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

**Expertcallers Solutions Pvt Ltd**

H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

**Name:** Merlyn Johanna. R  
**Address:** Bangalore  
**Contact Number:** 8431021232  
**Email Address:** merlynjohanna7@gmail.com

**OFFER OF EMPLOYMENT**

Dear Merlyn Johanna,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,98,000 (One Lakh Ninety-Eight Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to

us. You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

Q 1844/7, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725





**MYSTICAL BIOTECH PVT LTD**

Probiotics for healthcare

## OFFER LETTER

Dear **Gokul A**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd. You will be based at our factory in KIADB industrial area, Your Reporting Date Would be 25-10-2023.

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,  
1<sup>st</sup> Main road, 2<sup>nd</sup> Block,  
Dr. Raj Kumar Road,  
Rajajinagar,  
Bengaluru - 560010

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)



## OFFER LETTER

Dear **M. Myna**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of Regulatory Associate at Mystical Biotech Pvt Ltd You will be based at Rajajinagar office Your Reporting Date Would be 25-10-2023

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,

1<sup>st</sup> Main road, 2<sup>nd</sup> Block,

Dr. Raj Kumar Road,

Rajajinagar,

Bengaluru - 560010

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**



## OFFER LETTER

Dear **Neema Shree N**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd You will be based at Rajajinagar office Your Reporting Date Would be 25-10-2023

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,

1<sup>st</sup> Main road, 2<sup>nd</sup> Block,

Dr. Raj Kumar Road,

Rajajinagar,

Bengaluru - 560010

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**



## OFFER LETTER

Dear **Pooja Pandey**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd You will be based at Rajajinagar office Your Reporting Date Would be 25-10-2023

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,

1<sup>st</sup> Main road, 2<sup>nd</sup> Block,

Dr. Raj Kumar Road,

Rajajinagar,

Bengaluru - 560010

SATTAR SHARIEFF  
Thanisandra Sancharnagar Green windser layout bangalore 560077



Dear SATTAR SHARIEFF,

**Congratulations!**

**Sub: Offer of Employment**

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Digital Interaction Advisor** in 24/7 Customer Private Limited commencing from the Date **18-Aug-2023**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable from your Date of Joining and provided you complete the first Training assessment (the FLE as indicated in Point 5 below).
2. You will be required to work in shifts for **5 days a week**, with **any two days of rotational offs**.
3. Apart from the offer letter you will receive a Letter of Appointment on the date of your joining and the letter of Appointment will supersede / replace this offer letter.
4. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you complete your FLE, the company will pay you the CTC retrospectively from the date of your joining the company. It is hereby clarified that your entitlement of the CTC would depend on completion of FLE.
5. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
6. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case, your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
7. During the Training Period (Foundation Level Training & Process Level Training) the services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:
  - Passport size color photographs with white background in formal attire
  - Date of Birth proof certificate (Original and Photocopy)
  - Latest Mark Sheet/ Education certificates (Original and Photocopy)
  - Previous Employment details (Service Certificate/ Relieving Letter, if applicable in Original)
  - Last drawn Pay slip (If applicable, in Original)
  - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalized Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - **9845526247 / 8197178404**

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **17-Aug-2023** and if you do not join the Company on **18-Aug-2023** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

Please note that this a Conditional Offer Letter and will become a Confirmed Offer Letter after all of the documents and information are available to 247 and are validated to be accurate and as per our requirements. This letter is not a guarantee of employment.

With Best Wishes,

**Brian Alfred Dsouza**  
AVP - HR-Recruitment

**This is a system generated letter and does not require any signatures.**

Name : SATTAR SHARIEFF

Annexure I

## Annexure - 1

<b>Level / Grade</b>	: L1G1	
<b>Designation</b>	: Digital Interaction Advisor	
<b>Salary Components</b>		
<b>Fixed Gross Salary Components</b>	<b>PM</b>	<b>PA</b>
Basic	4,500	54,000
House Rent Allowance	1,800	21,600
Advance Statutory Bonus	1,248	14,976
Special Allowance	8,680	1,04,160
<b>Total Gross Salary (I)</b>	<b>16,228</b>	<b>1,94,736</b>
<b>Retirals- Employer's Contribution</b>		
PF Contribution by Employer	1,798	21,576
Gratuity	216	2,592
Employer ESI Contribution @ 3.25%	527	6,324
<b>Total Retirals(II)</b>	<b>2,541</b>	<b>30,492</b>
<b>Variable Components*</b>		
Performance Incentive (ECOP)	1,400	12,600
<b>Total of Variable components (III)</b>	<b>1,400</b>	<b>12,600</b>
<b>Approx. Take Home PM</b>	<b>14,108</b>	
<b>Approx. Take Home (with Variable pay) PM</b>	<b>15,508</b>	
<b>Total CTC ( I+II+III)</b>	<b>20,169</b>	<b>2,37,828</b>
<b>Benefits (As per policy, refer to description in Annexure 2)</b>		
1. Insurance(Medical, Accidental & Life)		
2. Leave		
3. Door to Door Pickup (when within transport limits/ hiring zones)		
4. Employer Provident Fund		
5. Gratuity		
6. ECOP(*Performance Incentive)		
7. Self to Work		
8. Broadband Reimbursement		
9. Employee referral scheme		

With Best Wishes,  
Brian Alfred Dsouza  
AVP - HR-Recruitment

[24]7.ai

## Annexure II

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the Payment of Bonus (amendment) Act, 2015	As applicable*
Performance Incentive (ECOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc. ECOP payout will be paid from 3rd month onwards since you will be part of mandatory training & assessment as required for your job role.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training ( Residing in areas within the hiring radius as per company policy) Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is payable if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This amount is payable if employee is working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. Employees are responsible to enroll dependents as per company's mediclaim insurance policy	Rs.1,50,000 **
Group Insurance In Lieu of EDLI (Under PF)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs.7,02,000 *
Group Personal Accident (GPA)	You are covered under the Group Personal Accident insurance policy of the company	Rs.3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000 , then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance, STW (if applicable), etc. will be deducted accordingly. The Employer contribution will be at 3.25% of the Gross Salary	As applicable*
Provident Fund	Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employer Contribution - Provident Fund will be paid to the employee PF account from the company and will not be part of take home salary. * Employee Contribution to PF will be deducted from Monthly Gross Salary.	As applicable*
Gratuity	Processed as per the Payment of Gratuity Act 1972 * Gratuity to employees on resignation/retirement upon the completion of 5 continuous years of service from the date of joining.	As applicable*
Retention Bonus	On completion of 6 months (Rs.7000/-) and 12 months (Rs.7000/-) of the employment tenure in the organisation, you will be eligible to receive the retention bonus in two equal installments through salary in respective months.	As per Policy**
Employee Referral Scheme	We have employee referral scheme, you can refer the potential candidate for hiring the Digital Chat Agents & Voice Agents roles.	As applicable**

\* Benefits as per Statutory Law is subject to change from time to time.

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

With Best Wishes,  
**Brian Alfred Dsouza**  
 AVP - HR-Recruitment

This is a system generated letter and does not require any signatures.

**SATTAR SHARIEFF**  
Thanisandra Sancharnagar Green windser layout bangalore 560077



Dear **SATTAR SHARIEFF**,

**Congratulations!**

**Sub: Offer of Employment**

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

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2. You will be required to work in shifts for **5 days a week**, with **any two days of rotational offs**.
3. Apart from the offer letter you will receive a Letter of Appointment on the date of your joining and the letter of Appointment will supersede / replace this offer letter.
4. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you complete your FLE, the company will pay you the CTC retrospectively from the date of your joining the company. It is hereby clarified that your entitlement of the CTC would depend on completion of FLE.
5. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
6. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case, your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
7. During the Training Period (Foundation Level Training & Process Level Training) the services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.
8. You are requested to bring along the documents listed below **WITHOUT FAIL** on your day of joining for the purpose of submission/verification:
  - Passport size color photographs with white background in formal attire
  - Date of Birth proof certificate (Original and Photocopy)
  - Latest Mark Sheet/ Education certificates (Original and Photocopy)
  - Previous Employment details (Service Certificate/ Relieving Letter, if applicable in Original)
  - Last drawn Pay slip (If applicable, in Original)
  - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalized Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - **9845526247 / 8197178404**

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **17-Aug-2023** and if you do not join the Company on **18-Aug-2023** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

Please note that this a Conditional Offer Letter and will become a Confirmed Offer Letter after all of the documents and information are available to 247 and are validated to be accurate and as per our requirements. This letter is not a guarantee of employment.

With Best Wishes,

**Brian Alfred Dsouza**  
AVP - HR-Recruitment

**This is a system generated letter and does not require any signatures.**

Name : SATTAR SHARIEFF

Annexure I

## Annexure - 1

<b>Level / Grade</b>	<b>: L1G1</b>	
<b>Designation</b>	<b>: Digital Interaction Advisor</b>	
<b>Salary Components</b>		
<b>Fixed Gross Salary Components</b>	<b>PM</b>	<b>PA</b>
Basic	4,500	54,000
House Rent Allowance	1,800	21,600
Advance Statutory Bonus	1,248	14,976
Special Allowance	8,680	1,04,160
<b>Total Gross Salary (I)</b>	<b>16,228</b>	<b>1,94,736</b>
<b>Retirals- Employer's Contribution</b>		
PF Contribution by Employer	1,798	21,576
Gratuity	216	2,592
Employer ESI Contribution @ 3.25%	527	6,324
<b>Total Retirals(II)</b>	<b>2,541</b>	<b>30,492</b>
<b>Variable Components*</b>		
Performance Incentive (ECOP)	1,400	12,600
<b>Total of Variable components (III)</b>	<b>1,400</b>	<b>12,600</b>
<b>Approx. Take Home PM</b>	<b>14,108</b>	
<b>Approx. Take Home (with Variable pay) PM</b>	<b>15,508</b>	
<b>Total CTC ( I+II+III)</b>	<b>20,169</b>	<b>2,37,828</b>
<b>Benefits (As per policy, refer to description in Annexure 2)</b>		
1. Insurance(Medical, Accidental & Life)		
2. Leave		
3. Door to Door Pickup (when within transport limits/ hiring zones)		
4. Employer Provident Fund		
5. Gratuity		
6. ECOP(*Performance Incentive)		
7. Self to Work		
8. Broadband Reimbursement		
9. Employee referral scheme		

With Best Wishes,  
Brian Alfred Dsouza  
AVP - HR-Recruitment

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## Annexure II

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the Payment of Bonus (amendment) Act, 2015	As applicable*
Performance Incentive (ECOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc. ECOP payout will be paid from 3rd month onwards since you will be part of mandatory training & assessment as required for your job role.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training ( Residing in areas within the hiring radius as per company policy) Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is payable if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This amount is payable if employee is working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. Employees are responsible to enroll dependents as per company's mediclaim insurance policy	Rs.1,50,000 **
Group Insurance In Lieu of EDLI (Under PF)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs.7,02,000 *
Group Personal Accident (GPA)	You are covered under the Group Personal Accident insurance policy of the company	Rs.3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000 , then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance, STW (if applicable), etc. will be deducted accordingly. The Employer contribution will be at 3.25% of the Gross Salary	As applicable*
Provident Fund	Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employer Contribution - Provident Fund will be paid to the employee PF account from the company and will not be part of take home salary. * Employee Contribution to PF will be deducted from Monthly Gross Salary.	As applicable*
Gratuity	Processed as per the Payment of Gratuity Act 1972 * Gratuity to employees on resignation/retirement upon the completion of 5 continuous years of service from the date of joining.	As applicable*
Retention Bonus	On completion of 6 months (Rs.7000/-) and 12 months (Rs.7000/-) of the employment tenure in the organisation, you will be eligible to receive the retention bonus in two equal installments through salary in respective months.	As per Policy**
Employee Referral Scheme	We have employee referral scheme, you can refer the potential candidate for hiring the Digital Chat Agents & Voice Agents roles.	As applicable**

\* Benefits as per Statutory Law is subject to change from time to time.

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

With Best Wishes,  
**Brian Alfred Dsouza**  
 AVP - HR-Recruitment

This is a system generated letter and does not require any signatures.



## OFFER LETTER

Dear **Venugopala B**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd. You will be based at our factory in KIADB industrial area, Your Reporting Date Would be 25-10-2023.

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,

1<sup>st</sup> Main road, 2<sup>nd</sup> Block,

Dr. Raj Kumar Road,

Rajajinagar,

Bengaluru - 560010

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**



19<sup>th</sup>, OCT 2022

Name: Divya Singh. D  
Address: Bangalore  
Contact Number: 9916186619  
Email Address: 8divyasingh8@gmail.com

## OFFER OF EMPLOYMENT

Dear Divya Singh,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to

us. You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise



## OFFER LETTER

Dear **Alice Sheba .S**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of Quality control Associate at Mystical Biotech Pvt Ltd. You will be based at our factory in KIADB industrial area, Your Reporting Date Would be 25-10-2023.

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,

1<sup>st</sup> Main road, 2<sup>nd</sup> Block,

Dr. Raj Kumar Road,

Rajajinagar,

Bengaluru - 560010

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**



## OFFER LETTER

Dear M. **Monalisha**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd. You will be based at our factory in KIADB industrial area, Your Reporting Date Would be 25-10-2023.

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,  
1<sup>st</sup> Main road, 2<sup>nd</sup> Block,  
Dr. Raj Kumar Road,  
Rajajinagar,  
Bengaluru - 560010

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**



**MYSTICAL BIOTECH PVT LTD**

Probiotics for healthcare

## OFFER LETTER

Dear M. **Vidhya N**

Further to your discussion and conclusion of the interview with Mystical Biotech Pvt Ltd on 16-08-2023, we are pleased to consider for the position of R& D Associate at Mystical Biotech Pvt Ltd. You will be based at our factory in KIADB industrial area, Your Reporting Date Would be 25-10-2023.

Salary details would be as follows;

Sl No	Particulars	Gross Salary Per Month (PF/PF/EPF as on Applicable)	Duration
1	Training Period	15,000/-	1-6 months
2	Employment period	19,500/-	6-15 months

\* Salary revision Post-training period on observation of performance

Terms & Conditions:

*This is subject to your achievement against agreed individual objectives, your division's performance against Business Objectives and you having worked with the Company up to the financial year-end.*

*\*Future mandatory taxes to be deducted. The same shall be informed.*

However, please note that the management reserves the right to withdraw this offer in the event of an unsatisfactory Reference Check Report or any related information that may come into our knowledge.

Looking forward to a mutually beneficial association.

Thank you

**Mystical Biotech Pvt Ltd**

No. 64, Sri Kali complex,  
1<sup>st</sup> Main road, 2<sup>nd</sup> Block,  
Dr. Raj Kumar Road,  
Rajajinagar,  
Bengaluru - 560010

**Factory: 19B, KIADB Industrial Area, Hoskote, Bengaluru - 562114. India**

website: [www.mysticalbiotech.com](http://www.mysticalbiotech.com)

email: [contact@mysticalbiotech.com](mailto:contact@mysticalbiotech.com)

Date:30-Nov-2023

Dear **B BRUNDA**

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

We are pleased to make you an offer of employment as **TRAINEE - MEDICAL REVIEWER** full time and your place of posting will be **Bengaluru-II** with an Annual CTC Compensation of **Rs. 2,45,277.00 (Two Lakhs Forty Five Thousand Two Hundred Seventy Seven Rupees Only)**. Your date of joining will be on or before **01-Dec-2023**, beyond which this offer stands revoked.

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

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

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

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

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

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

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your **01-Dec-2023**.

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

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

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

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

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR
- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days. Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.



**Guruvayurappan P V**

**Chief Human Resource Officer**

## Annexure A

### Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the "company"), and those that may be amended from time to time.

#### **Statement of Facts**

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

#### **Duties**

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

#### **Place of Work**

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

#### **Hours of Work**

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified

during induction. The festival holidays may vary every year and across region/Service line.

### **Leave and Vacation**

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorated basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

### **Conduct**

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

### **Confidentiality**

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
  - o The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
  - o The Code of Business Conduct and Ethics
  - o Prohibition or Disclosure or Use of Inside Information (as applicable)

**Separation from the company**

a. The retirement age of the company is 58 years for Bands 1 – 4 and T1 – T4, Band 5/T5 & above is 60 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	NA	NA
After confirmation	60	60	60	60	60	90	90

b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.

c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter..

*I accept the terms and conditions of the Company mentioned above.*

**Signature**

**Name: B BRUNDA**

**Date: 30-Nov-2023**

**Annexure – B**

**SALARY STRUCTURE**

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
<b>Fixed Cash (Gross)</b>	<b>17160</b>	<b>205920</b>
Basic	15600	187200
Advanced Statutory Bonus	1560	18720
<b>Benefit</b>	<b>3280</b>	<b>39357</b>
PF	1872	22464
ESI	558	6693
Group Term Life Insurance	100	1200
Gratuity	750	9000
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>

\*Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00 /- per annum which is payable as per company policy on achievement of agreed upon targets.

\*Pay for Performance - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum which is payable as per company policy on achievement of agreed upon targets.

Authorized by



**Guruvayurappan P V**

**Chief Human Resource Officer**

Date:30-Nov-2023

Dear PRIYANKA J

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

We are pleased to make you an offer of employment as **TRAINEE - MEDICAL REVIEWER** full time and your place of posting will be **Bengaluru-II** with an Annual CTC Compensation of **Rs. 2,45,277.00 (Two Lakhs Forty Five Thousand Two Hundred Seventy Seven Rupees Only)**. Your date of joining will be on or before **01-Dec-2023**, beyond which this offer stands revoked.

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

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

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

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

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

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

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your **01-Dec-2023**.

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

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

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

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

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR
- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days. Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.



**Guruvayurappan P V**

**Chief Human Resource Officer**

## Annexure A

### Terms and Conditions of Employment

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#### **Statement of Facts**

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

#### **Duties**

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

#### **Place of Work**

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

#### **Hours of Work**

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified

during induction. The festival holidays may vary every year and across region/Service line.

### **Leave and Vacation**

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorated basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

### **Conduct**

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

### **Confidentiality**

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
  - o The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
  - o The Code of Business Conduct and Ethics
  - o Prohibition or Disclosure or Use of Inside Information (as applicable)

**Separation from the company**

a. The retirement age of the company is 58 years for Bands 1 – 4 and T1 – T4, Band 5/T5 & above is 60 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	NA	NA
After confirmation	60	60	60	60	60	90	90

b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.

c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter..

*I accept the terms and conditions of the Company mentioned above.*

**Signature**

**Name:PRIYANKA J**

**Date:30-Nov-2023**

**Annexure – B**

**SALARY STRUCTURE**

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
<b>Fixed Cash (Gross)</b>	<b>17160</b>	<b>205920</b>
Basic	15600	187200
Advanced Statutory Bonus	1560	18720
<b>Benefit</b>	<b>3280</b>	<b>39357</b>
PF	1872	22464
ESI	558	6693
Group Term Life Insurance	100	1200
Gratuity	750	9000
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>
<b>Total CTC</b>	<b>20440</b>	<b>245277</b>

\*Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00 /- per annum which is payable as per company policy on achievement of agreed upon targets.

\*Pay for Performance - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum which is payable as per company policy on achievement of agreed upon targets.

Authorized by



**Guruvayurappan P V**

**Chief Human Resource Officer**

17/08/2023

Meghana H Gowdas

+91 7204218119

Dear Meghana H,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with "NSM Services Private Limited" (the "Company"). Your work location will be **Bangalore, India**. "NSM Services Private Limited" is a wholly owned subsidiary of Mr. Cooper Group Inc., headquartered in Dallas, Texas. Mr. Cooper Group Inc. is an industry-leading mortgage services provider, including servicing, originations, and digital real estate solutions.

Your compensation in this position will be **₹250,000/-** per annum excluding benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund) and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – Group Term Life (GTL), Group Personal Accident (GPA) and Group Mediclaim Coverage (GMC), Gratuity, etc. Details of the benefits are available in the offer annexure.

**Other Terms and Conditions:**

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasized that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.
4. Probation: You will be on probation for a period of 6 months from the date of your joining service. During this time, we will assess your progress and performance in the current role and it will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. Please note that unless your services are confirmed in writing, it would be presumed that you continue to be on probation.

The Employment Term and your employment hereunder may be terminated by either the Company or you at any time and for any reason; You shall be discharged from your duty provided, you give the Company advance written notice of any termination

**Registered Office:**

NSM Services Private Limited  
Block 1A, 06th Floor, DLF IT SEZ Park,  
1/124 Shivaji Gardens, Manapakkam,  
Chennai - 600089, Tamil Nadu, India  
Phone No. 044-4631 7127  
CIN: U72200TN2015PTC101740  
[www.mrcooper.com](http://www.mrcooper.com), Secretary@mrcooper.com

**Branch Office:**

NSM Services Private Limited  
Block No. 2, 3rd Floor, North Wing,  
Bhartiya Centre of Information Technology,  
Milestone Buildcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

of your employment and the notice period shall be triggered in the following manner:

- In case you desire to leave the service of the Company within 3 months from the date of commencement of your service, you are required to give 15 days' prior notice.
- In case you desire to leave the service of the Company after 3 months till successful completion of probation period, from the date of commencement of your service, you are required to give 30 days' prior notice.

The Company will reserve the right to terminate your appointment during probation period by giving 15 days/one months' notice or payment in lieu of notice as applicable.

In case you desire to leave the service of the Company at any time, you are required to give 15 / 30 days' prior notice as applicable. Your termination will be effective when the Company accepts the same and you shall have no further rights to any additional compensation or any other benefits from the Company or any of its affiliates.

5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) month notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) month prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.

6. You are required to be compliant with the policies of "NSM Services Private Limited" at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **20/08/2023**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **28/08/2023** subject to successful completion of verification of your records, and completion of the background check. This background verification will be done by a third party and will be initiated upon offer acceptance. The Company reserves the right to invalidate offer/end your employment as the case maybe, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

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At the time of reporting for duty, please furnish the documents:

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. (10th, +2, Graduation)
- Experience Certificate / Relieving Letter / Copy of resignation letter from your previous employments
- Form 16 / Tax Sheet from your previous employer
- Copy of PAN card and Passport/Aadhaar/voter's ID/Driving license
- PF Details, if you wish to transfer your PF
- Any merit / technical certificates and Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start in this position on or before **28/08/2023**. I look forward to your decision soon. Please note that in the event that we do not receive your acceptance of this offer on or before **20/08/2023**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, **Meghana H Gowdas** accept the above offer and would be joining on or before **28/08/2023**.

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Phone No. 044-7181 0901

**Annexure - Salary Break Up**

Name: **Meghana H Gowdas**

Designation: **Process Associate - Trainee**

Particulars	Compensation Per Month (In ₹)	Compensation Per Annum (In ₹)
Basic	₹10,496	₹125,950
HRA	₹5,248	₹62,975
Special Allowance	₹1,361	₹16,328
Gross Salary	₹17,105	₹205,254
PF Company's Contribution	₹1,423	₹17,073
ESI Company's Contribution	₹556	₹6,671
Fixed Compensation	₹19,083	₹229,000
Target Quarterly Performance Linked Incentive at 100%		₹21,000
Total Compensation (CTC)		₹250,000
Shift Allowance		As per table given below
Additional Benefits		Benefits Value
Medical Insurance		500,000
Group Term Life Insurance		4 Time of Fixed Compensation
Group Personal Accident Insurance		4 Times of Fixed Compensation
Gratuity		As per Payment of Gratuity Act, 1972 read along with Company policy

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**Quarterly Performance Linked Incentive:** In accordance to our performance philosophy, you shall be eligible to potentially earn this incentive, every quarter, based on your performance ranking. Details on the performance evaluation parameters and guidelines will be communicated by your Business Leaders.

**Shift Allowance:** Your nature of work may require you to work in different shifts and this allowance may be paid to you in addition to your Base Salary on following criteria:

Shift Code	Specified Shift start time	Shift Allowance (in INR)
A	Between 6:00 AM - 11:59 AM	Rs. 150/- per shift
B	Between 12:00 PM - 12:59 PM	Rs. 100/- per shift
C	Between 1:00 PM - 4:59 PM	Rs. 150/- per shift
D	Between 5:00 PM - 6:59 PM	Rs. 200/- per shift
E	Between 7:00 PM - 10:00 PM	Rs. 300/- per shift

(Allowance amount indicated above is as per the current HR policies. Allowances may be subject to change in future as per changes to business needs and policies.)

**Additional Benefits:**

Medical Insurance: Insurance coverage for employee, dependent parents, spouse and up to 2 children on a floater basis.

Group Term Life Insurance: Coverage of **4 times of Fixed Compensation** in case of natural death.

Group Personal Accident Insurance: Coverage of **4 times of Fixed Compensation** in case of death due to accident. Also covers permanent total and partial disability and temporary disability of the employee.

For **NSM Services Private Limited**



**Arati Mohanram**  
**Vice President – People Org, India Center**

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Phone No. 044-7181 0901

**18-Aug-2023**

Dear SATTAR SHARIEFF,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	90,000
Supplementary Allowance	90,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	4,326
Flexible Compensation Pay	87,074
<b>Total Fixed Pay</b>	<b>300,000</b>

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Subhashish Banerji**  
**Executive Vice President**  
**Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**

22 July 2023

Name : Swetha G

Contact Number : 9632708928

Mail id : swethag572002@gmail.com

Sub: **Provisional Offer Letter**

Dear Swetha, G

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_

(Signature)

**Registered Office:**

**NSM Services Private Limited**

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Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

22 July 2023

Name : Swetha G

Contact Number : 9632708928

Mail id : swethag572002@gmail.com

Sub: **Provisional Offer Letter**

Dear Swetha, G

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_

(Signature)

**Registered Office:**

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Phone No. 044-7181 0901

22 July 2023

Name : Varsha Rani

Contact Number : 8951239934

Mail id : varshatanwar0614@gmail.com

Sub: **Provisional Offer Letter**

Dear Varsha Rani

Welcome to Mr.Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

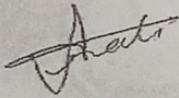
Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, Varsha Rani accept the above offer.

(Signature) Varsha

**Registered Office:**

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Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

22 July 2023

Name : Wajahath Ali Khan

Contact Number : 9380734320

Mail id : wajju.khan8197@gmail.com

Sub: **Provisional Offer Letter**

Dear Wajahath Ali Khan

Welcome to Mr. Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_  
(Signature)

**Registered Office:**

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Phone No. 044-7181 0901

19<sup>th</sup>, Oct, 2022

Name: V Mohammed Kashif  
Address: Bangalore  
Contact Number: 7204886436  
Email Address: kashifblr@gmail.com

**OFFER OF EMPLOYMENT**

Dear V Mohammed Kashif ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

**Expertcallers Solutions Pvt Ltd**

H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077  
B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Name: David Sam. A  
Address: Bangalore  
Contact Number: 9740884813  
Email Address: davidsam879@@gmail.com

**OFFER OF EMPLOYMENT**

Dear David Sam

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,98,000 (One Lakh Ninety Eighty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

ECPL reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if ECPL becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us. You are requested to

submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to **ECPL** and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise



Name: Thara A  
Address: Bangalore  
Contact Number: 7411350659  
Email Address: tharavenkatesh253@gmail.com

OFFER OF EMPLOYMENT

Dear Thara,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM" your annual cost to company (CTC) is INR 1,20,000 (One Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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- Family post card size picture for ESI (if applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

\_\_\_\_\_

**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

19<sup>th</sup>, Oct, 2022

Name: Harish MR  
Address: Bangalore  
Contact Number: 9380836202  
Email Address: harishyadav46140@gmail.com

**OFFER OF EMPLOYMENT**

Dear Harish MR,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,98,000/- (One Lakh Ninety-Eight Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to **ECPL** and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Talent Acquisition



Accepted:

**Expertcallers Solutions Pvt Ltd**

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Maria Gabriela A  
Address: Bangalore  
Contact Number: 9113993642  
Email Address: mariagabriella19@gmail.com

**OFFER OF EMPLOYMENT**

Dear Maria Gabriela A,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Family post card size picture for ESI (If applicable).
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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Name: Pushpa  
Address: Bangalore  
Contact Number: 7204142876  
Email Address: rachanapushpa2002@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pushpa,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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us. You are requested to submit the below mentioned documents on the day of joining:

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

Name: Elizabeth  
Address: Bangalore  
Contact Number: 7338150506  
Email Address: elizabeth73381@gmail.com

**OFFER OF EMPLOYMENT**

Dear Elizabeth,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

Talent Acquisition



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

19<sup>th</sup>, Oct, 2022

Name: Vicky Mathew A  
Address: Bangalore  
Contact Number: 6360778251  
Email Address: vickymathe178@gmail.com

**OFFER OF EMPLOYMENT**

Dear Vicky Mathew A,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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☎ +91-8041157725



19<sup>th</sup>, Oct, 2022

Name: Bhuvaneshwari A G  
Address: Bangalore  
Contact Number: 8792410404  
Email Address: bhuvaneshwariag16@gmail.com

## OFFER OF EMPLOYMENT

Dear Bhuvaneshwari A G,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Talent Acquisition



Accepted:

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19<sup>th</sup>, Oct, 2022

Name: Darshitha R  
Address: Bangalore  
Contact Number: 7022096319  
Email Address: darshitharam9591@gmail.com

**OFFER OF EMPLOYMENT**

Dear Darshitha R,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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19<sup>th</sup>, Oct, 2022

Name: Jayashree D  
Address: Bangalore  
Contact Number: 9019318718  
Email Address: jayashreejayad3@gmail.com

Dear Jayashree D,

**OFFER OF EMPLOYMENT**

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "TLR" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HSR Layout / Kothanur Bangalore.

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As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Resigning letter/notice letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement/Passbook/Cancelled Cheque
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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd,



Accept:

**Expertcallers Solutions Pvt Ltd**

9 R.O. : INDAPRASASTHA, No. 81, Survey No. 11, Gubbali Cross, Kothanur PO, Heenan Bagalur Main Rd, Bangalore 560077  
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www.expertcallers.com | +91-8441537725

19th, Oct 2022

Name: Sadhana Singh  
Address: Bangalore  
Contact Number: 7338199169  
Email Address: sadhuveersingh@gmail.com

**OFFER OF EMPLOYMENT**

Dear Sadhana Singh,

Further to the discussions during our selection process, we pleased to offer you the position of " CRO " for " ILM " Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

  
Expertcallers Solutions Pvt Ltd.,  
Talent Acquisition

Accepted:

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## Expertcallers Solutions Pvt Ltd

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🌐 [www.expertcallers.com](http://www.expertcallers.com)

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Pooja S  
Address: Bangalore  
Contact Number: 7975783237  
Email Address: poojapooja409@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pooja S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

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✉ hr@expertcallers.com

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☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Stephen S  
Address: Bangalore  
Contact Number: 9108170028  
Email Address: stephensebastian839@gmail.com

**OFFER OF EMPLOYMENT**

Dear Stephen S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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ExpertCallers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725



19<sup>th</sup>, Oct, 2022

Name: Karthick V  
Address: Bangalore  
Contact Number: 9741977328  
Email Address: karthickrio447@gmail.com

## OFFER OF EMPLOYMENT

Dear Karthick V,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Aadhar Card.
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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

## Expertcallers Solutions Pvt Ltd

H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Karthick V  
Address: Bangalore  
Contact Number: 9741977328  
Email Address: karthickrio447@gmail.com

**OFFER OF EMPLOYMENT**

Dear Karthick V,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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19<sup>th</sup>, Oct, 2022

Name: Supriya S  
Address: Bangalore  
Contact Number: 9740090312  
Email Address: supriyasuresh1212@gmail.com

**OFFER OF EMPLOYMENT**

Dear Supriya S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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19<sup>th</sup>, Oct, 2022

Name: Fazlur Rahman Khan  
Address: Bangalore  
Contact Number: 9113902960  
Email Address: saqibrahmankhan2001@gmail.com

**OFFER OF EMPLOYMENT**

Dear Fazlur Rahman Khan,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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19<sup>th</sup>, Oct, 2022

Name: Pavani M  
Address: Bangalore  
Contact Number: 63660978256  
Email Address: ramkalyan999888@gmail.com

## OFFER OF EMPLOYMENT

Dear Pavani M ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,

Accepted:



## Expertcallers Solutions Pvt Ltd

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19<sup>th</sup>, Oct, 2022

Name: Pavani M  
Address: Bangalore  
Contact Number: 63660978256  
Email Address: ramkalyan999888@gmail.com

## OFFER OF EMPLOYMENT

Dear Pavani M ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,

Accepted:



## Expertcallers Solutions Pvt Ltd

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Azad Singh N P  
Address: Bangalore  
Contact Number: 8951208147  
Email Address: azadsinghnp@gmail.com

**OFFER OF EMPLOYMENT**

Dear Azad Singh N P,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,98,000/- (One Lakh Ninety-Eight Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Talent Acquisition

Accepted:

**Expertcallers Solutions Pvt Ltd**

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🌐 www.expertcallers.com

☎ +91-8041157725

Name: Pushpa  
Address: Bangalore  
Contact Number: 7204142876  
Email Address: rachanapushpa2002@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pushpa,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

Name: Elizabeth  
Address: Bangalore  
Contact Number: 7338150506  
Email Address: elizabeth73381@gmail.com

**OFFER OF EMPLOYMENT**

Dear Elizabeth,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

Talent Acquisition



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

22 July 2023

Name : Wajahath Ali Khan

Contact Number : 9380734320

Mail id : wajju.khan8197@gmail.com

Sub: **Provisional Offer Letter**

Dear Wajahath Ali Khan

Welcome to Mr. Cooper Family! As part of our 2023 campus placements, we are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company").

Your compensation in this position will be **INR 2,50,000/-** per annum. This salary will be reviewed periodically for possible adjustments based on competitive practice and personal performance.

Please note that this is a provisional offer only and the formal offer will be sent to you shortly.

Please sign and return a copy of this letter as a token of your acceptance.

We look forward to a long lasting and mutually beneficial relationship. We are confident your abilities will play a key role in our company.

Sincerely,

For **NSM Services Private Limited**



**Arati Mohanram**  
Vice President – People Org, India Center

I, \_\_\_\_\_ accept the above offer.

\_\_\_\_\_  
(Signature)

**Registered Office:**

**NSM Services Private Limited**

Block 7, 11<sup>th</sup> Floor, DLF IT SEZ Park,  
1/124 Shivaji Gardens, Manapakkam,  
Chennai - 600089, Tamil Nadu, India  
Phone No. 044-4631 7127

CIN: U72200TN2015PTC101740

[www.mrcooper.com](http://www.mrcooper.com), [Secretary@mrcooper.com](mailto:Secretary@mrcooper.com)

**Branch Office:**

**NSM Services Private Limited**

Block No. 2, 3<sup>rd</sup> Floor, North Wing,  
Bhartiya Centre of Information Technology,  
Milestone Bulldcon SEZ, Bhartiya City,  
Thanisandra Main Road,  
Bengaluru - 560064, Karnataka, India  
Phone No. 044-7181 0901

19<sup>th</sup>, Oct, 2022

Name: V Mohammed Kashif  
Address: Bangalore  
Contact Number: 7204886436  
Email Address: kashifblr@gmail.com

**OFFER OF EMPLOYMENT**

Dear V Mohammed Kashif ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

**Expertcallers Solutions Pvt Ltd**

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Name: David Sam. A  
Address: Bangalore  
Contact Number: 9740884813  
Email Address: davidsam879@@gmail.com

**OFFER OF EMPLOYMENT**

Dear David Sam

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,98,000 (One Lakh Ninety Eighty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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We take this opportunity to welcome you to **ECPL** and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise



Name: Thara A  
Address: Bangalore  
Contact Number: 7411350659  
Email Address: tharavenkatesh253@gmail.com

OFFER OF EMPLOYMENT

Dear Thara,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM" your annual cost to company (CTC) is INR 1,20,000 (One Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

\_\_\_\_\_

**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

19<sup>th</sup>, Oct, 2022

Name: Harish MR  
Address: Bangalore  
Contact Number: 9380836202  
Email Address: harishyadav46140@gmail.com

**OFFER OF EMPLOYMENT**

Dear Harish MR,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,98,000/- (One Lakh Ninety-Eight Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,

Talent Acquisition



Accepted:

**Expertcallers Solutions Pvt Ltd**

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☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Maria Gabriela A  
Address: Bangalore  
Contact Number: 9113993642  
Email Address: mariagabriella19@gmail.com

**OFFER OF EMPLOYMENT**

Dear Maria Gabriela A,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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☎ B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Name: Pushpa  
Address: Bangalore  
Contact Number: 7204142876  
Email Address: rachanapushpa2002@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pushpa,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documents will be formally appointed and inducted into the organization. Your employment will be governed by the rules, regulations and policies of the Company.

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As a token of your acceptance, kindly sign the copy of this letter and return the same to

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- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

Name: Elizabeth  
Address: Bangalore  
Contact Number: 7338150506  
Email Address: elizabeth73381@gmail.com

**OFFER OF EMPLOYMENT**

Dear Elizabeth,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

Talent Acquisition



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

19<sup>th</sup>, Oct, 2022

Name: Vicky Mathew A  
Address: Bangalore  
Contact Number: 6360778251  
Email Address: vickymathe178@gmail.com

**OFFER OF EMPLOYMENT**

Dear Vicky Mathew A,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

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☎ +91-8041157725



19<sup>th</sup>, Oct, 2022

Name: Bhuvaneshwari A G  
Address: Bangalore  
Contact Number: 8792410404  
Email Address: bhuvaneshwariag16@gmail.com

## OFFER OF EMPLOYMENT

Dear Bhuvaneshwari A G,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Talent Acquisition



Accepted:

## Expertcallers Solutions Pvt Ltd

19<sup>th</sup>, Oct, 2022

Name: Darshitha R  
Address: Bangalore  
Contact Number: 7022096319  
Email Address: darshitharam9591@gmail.com

**OFFER OF EMPLOYMENT**

Dear Darshitha R,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- Educational Documents.
- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Talent Acquisition

Accepted:

**Expertcallers Solutions Pvt Ltd**

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19<sup>th</sup>, Oct, 2022

Name: Jayashree D  
Address: Bangalore  
Contact Number: 9019318718  
Email Address: jayashreejayad3@gmail.com

Dear Jayashree D,

**OFFER OF EMPLOYMENT**

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "TLR" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HSR Layout / Kothanur Bangalore.

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As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- Educational Documents.
- Resigning letter/notice letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement/Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (if applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd,



Accept:

**Expertcallers Solutions Pvt Ltd**

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9 B.O. : 187TH 80 Feet Main Rd, HSR Layout 2nd Block, 1st Stage, Bangalore, Karnataka 560043 | 3.022779, 77.82294  
www.expertcallers.com | +91-8441537725

19th, Oct 2022

Name: Sadhana Singh  
Address: Bangalore  
Contact Number: 7338199169  
Email Address: sadhuveersingh@gmail.com

**OFFER OF EMPLOYMENT**

Dear Sadhana Singh,

Further to the discussions during our selection process, we pleased to offer you the position of " CRO " for " ILM " Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

  
Expertcallers Solutions Pvt Ltd.,  
Talent Acquisition

Accepted:

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## Expertcallers Solutions Pvt Ltd

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🌐 [www.expertcallers.com](http://www.expertcallers.com)

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19<sup>th</sup>, Oct, 2022

Name: Pooja S  
Address: Bangalore  
Contact Number: 7975783237  
Email Address: poojapooja409@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pooja S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

19<sup>th</sup>, Oct, 2022

Name: Stephen S  
Address: Bangalore  
Contact Number: 9108170028  
Email Address: stephensebastian839@gmail.com

**OFFER OF EMPLOYMENT**

Dear Stephen S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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✉ hr@expertcallers.com

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☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Karthick V  
Address: Bangalore  
Contact Number: 9741977328  
Email Address: karthickrio447@gmail.com

**OFFER OF EMPLOYMENT**

Dear Karthick V,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Karthick V  
Address: Bangalore  
Contact Number: 9741977328  
Email Address: karthickrio447@gmail.com

**OFFER OF EMPLOYMENT**

Dear Karthick V,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Supriya S  
Address: Bangalore  
Contact Number: 9740090312  
Email Address: supriyasuresh1212@gmail.com

**OFFER OF EMPLOYMENT**

Dear Supriya S,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



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19<sup>th</sup>, Oct, 2022

Name: Fazlur Rahman Khan  
Address: Bangalore  
Contact Number: 9113902960  
Email Address: saqibrahmankhan2001@gmail.com

**OFFER OF EMPLOYMENT**

Dear Fazlur Rahman Khan,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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Expert Callers Solutions Pvt Ltd.,



Accepted:

**Expertcallers Solutions Pvt Ltd**

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☎ +91-8041157725



19<sup>th</sup>, Oct, 2022

Name: Pavani M  
Address: Bangalore  
Contact Number: 63660978256  
Email Address: ramkalyan999888@gmail.com

## OFFER OF EMPLOYMENT

Dear Pavani M ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

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As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

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- Relieving letter/experience letter from previous employer (if any).
- PAN Card.
- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



## Expertcallers Solutions Pvt Ltd

☎ H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

☎ B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725



19<sup>th</sup>, Oct, 2022

Name: Pavani M  
Address: Bangalore  
Contact Number: 63660978256  
Email Address: ramkalyan999888@gmail.com

## OFFER OF EMPLOYMENT

Dear Pavani M ,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is INR. 1,20,000/- (One Lakh Twenty Thousand Rupees Only). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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Accepted:



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☎ +91-8041157725

19<sup>th</sup>, Oct, 2022

Name: Azad Singh N P  
Address: Bangalore  
Contact Number: 8951208147  
Email Address: azadsinghnp@gmail.com

**OFFER OF EMPLOYMENT**

Dear Azad Singh N P,

Further to the discussions during our selection process, we pleased to offer you the position of "CRO" for "ILM" Process. Your annual cost to company (CTC) is **INR. 1,98,000/- (One Lakh Ninety-Eight Thousand Rupees Only)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,



Talent Acquisition

Accepted:

**Expertcallers Solutions Pvt Ltd**

H.O. : INDRAPRASTHA, No. 81, Survey No. 11, Gubbi Cross, Kothanur PO, Hennur Bagalur Main Rd, Bengaluru 560077

B.O. : 1877/4, 80 Feet Main Rd, HBR Layout 2nd Block, 1st Stage, Bengaluru, Karnataka 560043 ☎ 3.022779, 77.629456

✉ hr@expertcallers.com

🌐 www.expertcallers.com

☎ +91-8041157725

Name: Pushpa  
Address: Bangalore  
Contact Number: 7204142876  
Email Address: rachanapushpa2002@gmail.com

**OFFER OF EMPLOYMENT**

Dear Pushpa,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is **INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum)**. Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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us. You are requested to submit the below mentioned documents on the day of joining:

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- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise

Name: Elizabeth  
Address: Bangalore  
Contact Number: 7338150506  
Email Address: elizabeth73381@gmail.com

**OFFER OF EMPLOYMENT**

Dear Elizabeth,

Further to the discussions during our selection process, we pleased to offer you the position of "Client Relationship officer" for Process "ILM". your annual cost to company (CTC) is INR.1,20,000 (One Lakh Twenty Thousand Only Per Annum). Your normal place of work will be at our office at HBR Layout / Kothanur Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. At the time of joining, you will be required to sign an Employee Agreement.

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- Aadhar Card.
- Last 3 months bank statement//Passbook/Cancelled Cheque
- 4 Passport size photos.
- Family post card size picture for ESI (If applicable).
- 3 months' salary slips (if applicable).

We take this opportunity to welcome you to ECPL and we are confident that you will have a rewarding career with us.

Expert Callers Solutions Pvt Ltd.,

Accepted:

Talent Acquisition



**Expertcallers Solutions Pvt Ltd**  
A Flatworld Solutions Enterprise