

ಎಇಎಸ್ ಇನ್ಸ್ಟ್ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

Phone: 8147053085

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website : pestrust.edu.in/pesiams N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Training and Placement Cell Department of commerce and Management Placement Report 2017-18

PESIAMS Placement Cell has made a remarkable achievement in placing the students in this academic year. 7 pool campus drives were conducted by the college during this academic year. Total 7 companies visited for recruiting exclusively BBA, B.Com and M.Com students. Major Companies like **M/S Wipro, Ninjacart, Perfios Software Solutions Pvt. Ltd, Arthur J. Gallagher, KGP Co- Blue Stream and VEE Technologies** recruited our students for non technical requirement. 5 out of BBA, students 12 B.Com students and 10 students from M.Com, total 23 students were recruited by different companies.

The following list of Students selected by M/S Arthur J. Gallagher Company on 06-02-2018 in the final round of interview held at Bangalore.

Sl. No	Reg. No.	Name of the Student	Course	Batch
1	BB158904	Ms. Amulya H C		
2	BB158917	Mr. Kalladka Adnan	BBA	
3	BB158927	Mr. Mohammed Safwan		
4	BB158943	Ms. Vijayalakshmi A		
1	C1511503	Ms. Aishwarya Dolly Sequeira		
2	C1511516	Mr. Aravind G		2015-18
3	C1511523	Ms. Charvee R Jain		2015-10
4	C1511541	Ms. Meghashree S	B.Com	
5	C1511564	Ms. Sheethal S Jain		
6	C1511577	Ms. Uthkarsha K P	,	
7	C1510071	Mr. Pranil Raj	E	
8	C1511582	Ms. Sapna K Iyer	OES Institute of A	rincipal

NH 206, Sagar Road SHIVAMOGGA-577 204 Insurance | Risk Management | Consulting

Date: 16th Suly 2018

Mr./Ms. _Amulya HoleKoppa Chuclappa Gavda

Dear Amulya ...

We have pleasure in appointing you as *Process Associate*, in our organization. While you will be initially based at our *Bangalore Office*, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining Your appointment is effective from the date of joining which shall be as early as but not later than $\frac{1279}{20/8}$.

2. Salary
Your gross compensation will be Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only) per annum, on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

Salary review
 Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive
You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of Rs.7,885/- p.a., which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

Leave
 You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave .Violation of leave policy can lead to termination as per Company Policy.

Retirement
 The retirement age is 58 years.

7. Probation

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.

Principal
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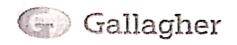
Gallagher Service Center LLP

Regd. Office: 401 A/B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magrum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amnuthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

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On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30 days' notice by either party.

8. Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11.

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

Confidential information

- 12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:
 - previously published or disclosed to the general public;
 - · previously available without restrictions; and
 - which information the Company desires to protect against unrestricted disclosure or use.
- "Confidential information" will however, not include information that:
 - · is or enters the public domain through no fault of yours
 - is known and has been reduced into tangible form by you prior to the time of disclosure
 - is independently developed by you without access to or use of the proprietary
 - is generally made available to you by the Company without restriction on disclosure or
 - is disclosed by you with the Company's written consent.
- You will not at any time, without the written consent of a Director, make copies or 12.3 disclose or divulge or make public, except on legal obligations, any information

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Aulya. fe.c



regarding the Company's affairs, administration, software or project being carried suffav to whether the same may be confined to you or become known to you in the course of your service or otherwise.

- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- 12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

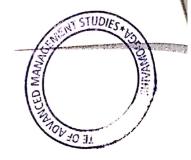
15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

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Termination notice 16.

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

<u>Abandonment</u> 18.

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

Conditional offer 19.

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely, For GALLAGHER OPERATIONS CENTER LLP

VIKRANT GUNE

Senior Service Delivery Manager - HR

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.
Date: 16/07/2018

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Annexure

	Per Annum	Per Month
Emoluments A	161160	13430
Basic		1125
Prorata Statutory Bonus	13500	1611
Employer's Contribution to Provident Fund	19339	260
Special Allowance	3116	16427
Fixed Emolument	197115	
Performance Based Incentive*	7885	657
	205000	17083
Total Emoluments (A)		
Benefits B	7748	
Gratuity**	8445	
Employer's contribution of ESI		
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		1611
Employer's Contribution to Provident Fund		
Employee's Contribution to Provident Fund		1611
Employee's Contribution to ESI		260
Professional Tax		200
Net pay		13401

^{*} Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

In additional to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (being clear)

Name: Amulya hole Koffa Chudoffa Garda Place: Bangalore

Signature: Auulyo, HC

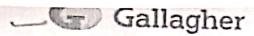
Date: 16/07/2018

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^{**} Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.



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Kalladaka danan

Dear Adnah

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Fer Annum
Basic	96302
House Rent Allowance	48151
Statutory Pay	8900
Special Allowance	13006
Conveyance Allowance	19700
Employer's Contribution to Provident Fund	1550
Fixed Emplument	197115
Performance Based Incentive	7885
Emoluments Total (A)	205000
Benefits B	
Employer's contribution to ES1	8815
Medical Insurance Premium	0
Gratuity	4630
Benefits Total (B)	13445
Cost To Company (CTC): Total (A+B)	218445

^{*}Compensation would be as per company prevailing policies. Date of Joining: (July/August/September 2018) Tentative (* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

Regd Office 401 A,B,C,D,E,F and G, Delta #2, Gigaspace II Park, Visiannagar, Pure 411 013. Maharing Management Studies



Gallagher Gallagher

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Merso Kalladaka Adman

We have pleasure in expositing you as Process Associate, in our organization. While you will be includy based at our Bangalore Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may docade from time to time.

Date of Joining Your appointment is quactive from the state of jorning which shall be as early as but not later them.

物 Balary Your gross competantion will be Ro.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Minety Three Only) per nature, on a cost to company (CTC) basis. The broakdown of the CTC will be as specified under various line terms as set out in Schedule A. Stalutery deductions auch as Income Tex, Profession Tex. and Employee Provident Fund would be deducted in the with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be chared with envono.

1 Salary review Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Yettr increment in the made is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incontive You call pain an incentive up to 4% of your Fixed emotionients, i.e. maximum of Rs. 7.885/- p.a., which is a part of your total empluments as mentioned in the appearance and this shall be linked to your performance and shall be governed by the Company lules and policy

Leave žE. You will be entitled to leave as por the rules as made applicable to your cause from time to time, in the lest three moretis from the Data of Johnny you are not cligible for any leave. Victorion of leave policy can lead to temination as per Company Policy.

Ü Retirement The refrement age is 58 years

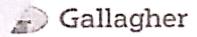
You will be up probation for 6 receipt from the date of portinue persent of your services The Company may at its discretion, extend such probabonary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party

Institute of Advanced Management Studies Service Center LLP

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On completion of six months it will be an automatic movement to permanent roles, unit otherwise notified. On confirmation, your employment will be subject to termination on "30 days" notice by either party.

8. Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remineration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duries attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level

12. Confidential information

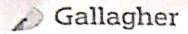
- 12.1 "Confidential Information" shall mean and include but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans designs, protocols, prices finances marketing plans, business opportunities, personnel rollated information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been.
 - previously published or disclosed to the general public;
 - · previously available without restrictions, and
 - which information the Company desires to protect against unrestricted displosure or use.
- 12.2 "Genfidential information" will however, not include information that
 - is or enters the public domain through no fault of yours
 - is known and has been reduced into tangelis form by you brids to the time of discipsure.
 - is independently developed by you without access to or use of the proprietary information.
 - is generally made available to you by the Company without restriction on deschaping or
 - · is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information

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regarding the Company's affairs, administration, software or project being bar whether the same may be confined to you or become known to you in the cou YOUR SERVICE OF CENERALISE.

MANAGEMA

- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the propostor of the confidential information as detailed in paragraph 12.1.
- By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesekt, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The atcresaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the wriden consent of the Board of Directors of the Company
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- You acknowledge that the restrictions imposed under the present terms of employment 12.7 are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause durings to the Company entiting it to, inter alia, injunctive relief.

13 Intellectual Property Bights

- "Intellectual Property Rights" shall mean all intellectual property (whether registered or 131 not registered created, developed or acquired by the Company in respect of its products including but not limited to copyrights trademarks, designs, trade secrets, confidental information and patents.
- You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either guing or after the termination of your employment with the Company, Intringe, cause to intringe or abet the intringement of these rights.
- The ownership of any intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

Protection of interest

If you conceive any new or advanced methods of improving processes systems of software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

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On successful completion of the service appearent (Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/releaving will be subject to your serving the one months notice period and satisfactory fainting over of your duties, responsibilities, company documents, company assets, etc. to the company.

- The offer is subjected to cleaning your Graduation Degree exams with minimum aggregate score of 50% or more.
- b. Failing to achieve the mentioned percentage as per classe 16 (n) will lend to termination of the offer and association with us with immediate effect.

17. After termination

On termination of employment you will immediately debuter-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, flooply disketes, magnetic media effects or records, etc. and shall not make cooles or retain any of these dams.

19. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Background vertication. You'll be intimated once those formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sinceraly,

For GALLAGHER OPERATIONS CENTER LLP

VIKRANT GUNE

Senior Service Delivery Manager - HR

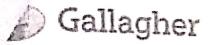
Lagree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16-3014-1018

Principal

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Annexure

Imoluments A	PerAnnum	Per Month
The first the same and the same	151160	13430
Prorata Statutory Bonus	11500	1125
Employer's Contribution to Provident Fund	1933	1611
Special Allowance	1114	260
Fixed Employeest	197115	16427
Fundamente Based Incentive"	1835	557
Total Emoluments (A)	202000	17083
Denelts B		A COLUMN TO THE PARTY OF THE PA
The state of the s	7743	
Employer's contribution of Est	8445	
Total Benefits (6)	16193	A CONTRACTOR OF THE PARTY OF TH
Cost To Company (CTC): Total (A-E)	221193	And the second s
Deductions		1611
Employer's Contribution to Provident Fund		The second secon
Employee's Contribution to Provident Fund		1511
Employee's Contribution to £9		250
Professional Tax		ICO
Net pay		13401

^{*} Performance and payable monthly as per your performance rang

In additional to above compensations

- You will have the patiented to 44th dwalfart amount of Ps. 1500/- (approx.) per month.
- You can earn acceptive of Rs 4,000+ optim clearing international domain pertincation.

This apparature of latter is subject to the following

in, Background writination Dhack (being cless):

Name K. Adnan

\$1grature:

Place: Bangalore

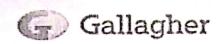
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SHIVAMOGGA-577 204.

[&]quot; Gently Amount to the part as per Part elect Grater, Act, 1772.





Your appointment is subject to the following:

- 1. Back ground check
- 2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully, For Gallagher Service Center LLP.

John Market

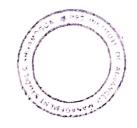
Shraddha Wadhwani Deputy Manager- Human Resource

Date. 6/2/18

ADY

Principal

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SHIVAMOGGA-577 204.



Mohammed Sahwan

We have pleasure in appointing you as Process Associate, in our organization. While you will be initially based at our Bangalore Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

Date of joining 1.

2. Salary

Your gross compensation will be Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only) per annum, on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

<u>Incentive</u> 4.

You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of Rs.7,885/- p.a., which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5.

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave .Violation of leave policy can lead to termination as per Company Policy.

Retirement 6.

The retirement age is 58 years.

Probation 7.

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.

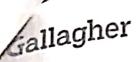
PES Institute of Advanced Management Studicallagher Service Center LLP

Rego, Office: 401-A 200 Deagath 8 0-2 delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

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Annexure

		Per Month
	Per Annum	13430
Emoluments A	161160	1125
nesic	13500	1611
	19339	
Employer's Contribution to Trovia	3116	260
Special Allowance	197115	16427
at and smolument	7885	657
Performance Based Incentive	205000	17083
Total Emoluments (A)	203000	
Benefits B	7710	
Gratuity**	7748	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		1611
'Employer's Contribution to Provident Fund		1611
Employee's Contribution to Provident Fund		260
Employee's Contribution to ESI		200
Professional Tax		13401
Net pay		

^{*} Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your certormance and payable monthly as per your performance rating

In additional to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

This appointment letter is subject to the following:

Background verification Check (being clear)

Name: Mohammed Salevan

Place: Bangalore

Date: 16/07/2018 ·

Principal

PES Institute of Advanced Management Studies NH 206, Sagar Road

SHIVAMOGGA-577 204.

^{**} Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.



Date: 6th February 2018

Aravind Crovindraj

Dear Acavind

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum
Basic	96302
House Rent Allowance	48151
Statutory Pay	8900
Special Allowance	13006
Conveyance Allowance	19200
Employer's Contribution to Provident Fund	11556
Fixed Emolument	197115
Performance Based Incentive	7885
Emoluments Total (A)	205000
Benefits B	
Employer's contribution to ESI	8815
Medical Insurance Premium	0
Gratuity	4630
Benefits Total (B)	13445
Cost To Company (CTC): Total (A+B)	218445

^{*}Compensation would be as per company prevailing policies. Date of joining: (July/August/September 2018) Tentative (* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

PES Institute of Advanced Management Studies Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INBIA) 578, 37 R 569 6625 1700

LLPIN: AAI- 5010 - ('Registered with Limited Liability') (Formerly known as Gallacher Operations Support Services Prints I initial (OD)

Principal



Your appointment is subject to the following:

- 1. Back ground check
- 2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP

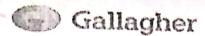
Andrews.

Shraddha Wadhwani Deputy Manager- Human Resource

Date: 6/2/18

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Insurance | Risk Management | Consulting

16 11 July 2018

MI 1860 Megha Store Sholdhar

Megha Share.

We have pleasure in appointing you as Process Associate, in our organization. While you will be initially based at our Bangalore Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

Date of Joining

3. Your gross compensation will be Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only) per annum, on a cost to company (CFC) basis. The breakdown of the CTC will be as specified under various line items. as sel out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone

Salary review Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

You can earn an incentive up to 4% of your Fixed emoluments, le maximum of Rs.7,885/- p.a., which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

- You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any Jeave . Violation of leave policy can lead to termination as per Company Policy.
- Retirement The retirement age is 58 years

Probation You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice by either party.

Principal PES Institute of Advanced Management Studies

Gallagher Service Center LLP

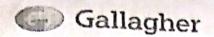
NH 206, Sagar Road Road, Office: 46 ASHIVAMOGGAS59912062, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. +91 20 6625 1700

Security Magnum, for Floor (Wing-A) & 2nd Floor, International Aliport Road, Amnuthahalis, Kodigehalis Gate, Hebbal, Bengaluru - 550 092, (INDIA) Tel No.. +91 60 4034 3434 / 6191 6000 LLPIN: AAI- 5010 - (Registered with Limited Liability')

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\$ Meghoshree

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '39 days' notice by either party.

B Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9 Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

- "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:
 - previously published or disclosed to the general public;
 - · previously available without restrictions; and
 - which information the Company desires to protect against unrestricted disclosure or use.
- 12.2 "Confidential information" will however, not include information that:
 - is or enters the public domain through no fault of yours
 - is known and has been reduced into tangible form by you prior to the time of disclosure
 - is independently developed by you without access to or use of the proprietary information
 - is generally made available to you by the Company without restriction on disclosure or
 - is disclosed by you with the Company's written consent.
- 12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information

Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
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regarding the Company's affairs, administration, software or project being carried whether the same may be confined to you or become known to you in the course your service or otherwise.

- By accepting the present terms of appointment, you are acknowledging that the 124 Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 125 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.
- 12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.
- 12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, inter alia, injunctive relief.

13. Intellectual Property Rights

- "Intellectual Property Rights" shall mean all intellectual property (whether registered or 13.1 not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- You acknowledge the ownership of the Company in respect of all Intellectual Property 13.2 associated with its products and undertake that you will not either during or after the termination of your employment with the Company, inlings, cause to infringe or shet the infringement of these rights.
- The cwnership of any Intellectual Property that you may create or develop for the 13.3 Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

Protection of interest 14.

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/properly of the Company.

Past records 15.

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204.

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Gallagher



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18 Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your dubes, responsibilities, company documents, company assets, etc. to the company.

- a. The offer is subjected to clearing your Graduation Degree exams with minimum aggregate score of 50% or more.
- Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. It you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have vocuntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of flackground venticition. You'll be intimated once these formaldies are completed

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely, For GALLAGHER OPERATIONS CENTER LLP



VIKRANT GUNE Senior Service Delivery Manager - HR

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Emoluments A	Service Servic			
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special Allowance	naineur Fhuid	19339	1617	
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Professional Tax	about a supplementation of the superior of a superior	and the second s	200	
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^{* &}lt;u>Performance Based Incentive</u>. A vaneth- pay compenent is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating.

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- You will have the potential to earn overtime amount of Hs. 1500:—tesps us, per income.
- You can earn incentive of Rs 4, 000/- upon cleaning international domain cerefication.

This appointment latter is eubject to the following

1. Background was licultum Check (being clear)

Name Meglin Shace 5 Summer & Meglin Shace

Place Bangalore

Date: 16 07 2018

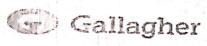
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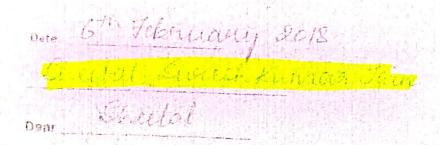
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NH 206, Sagar Road
SHIVAMOGGA-577 204.

^{**} Gratulty Ambors is to be paid as per Paymoni of Grabity Ast, 1972.



Insurance | Risk Management | Consulting



This has returence to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation Process Associate

Limbianenis A	Per Annum
L Britis	96302
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Status vPay	48151
Special Allogance	8900
Conviyance Allewance	13006
Caplayer's Contribution to Provident Tokel	19200
Fixed Emplument	11556
Performance Based Incentive	197115
Emojuments Total (A)	205000
Benefits B	A read of the control of a read of the control of the termination of the control
Employer's contribution to ESI	8815
Modical Insurance Premium	0
Grateffy:	4630
Benefits Total (B)	13445
Cost To Company (CTC): Total (A+B)	218445
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*Compensation would be as per company prevailing policies.

Date of joining: (July/August/September 2018) Tentative

[*-Based on completion of exams and as per business requirement)

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Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company

Gallagher Service Center LLP

Principal



Your appointment is subject to the following:

- 1. Back ground check
- 2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully, For Gallagher Service Center LLP

Shraddha Wadhwani Deputy Manager- Human Resource

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204.



nsurance | Risk Management | Consulting

Date: 16 th July 2018



Mr./Ms. CithKarsha KuKKunKoclige Prabhakas

Dear uthKarsha

We have pleasure in appointing you as Process Associate, in our organization. While you will be initially based at our Bangalore Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

2.

Your gross compensation will be Rs.2,21,193/- (Rupees Two Lakhs Twenty One Thousand One Hundred and Ninety Three Only) per annum, on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with

3. Salary review

Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive

You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of Rs.7,885/- p.a., which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave .Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7.

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice

PES Institute of Advanced Management Studies

NH 206. Sagar Road Gallaghan

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On completion of six months it will be an automatic movement to permanent roles, vinless otherwise notified. On confirmation, your employment will be subject to termination on '30' days' notice by either party.

8. Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

- "Confidential information" shall mean and include, but not be limited to the Company's 12.1 product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:
 - previously published or disclosed to the general public:
 - previously available without restrictions; and
 - which information the Company desires to protect against unrestricted disclosure or use.
- "Confidential information" will however, not include information that: 12.2
 - is or enters the public domain through no fault of yours
 - is known and has been reduced into tangible form by you prior to the time of
 - is independently developed by you without access to or use of the proprietary
 - is generally made available to you by the Company without restriction on
 - is disclosed by you with the Company's written consent.
- You will not at any time, without the written consent of a Director, make copies or 12.3 disclose or divulge or make public, except on legal obligations, any information

PFS Institute of Advanced Management Studies

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NAGEMENT

Gallagher



Termination notice 16.

On successful completion of the service agreement / Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

- The offer is subjected to clearing your Graduation Degree exams with minimum aggregate a. score of 50% or more.
- Failing to achieve the mentioned percentage as per clause 16 (a) will lead to termination of the offer and association with us with immediate effect.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. **Abandonment**

> You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely, For GALLAGHER OPERATIONS CENTER LLP

PES Institute of Advanced Management Studies NH 206, Sagar Road

SHIVAMOGGA-577 204.

VIKRANT GUNE

Senior Service Delivery Manager - HR

Signature: wthkoryher.K.P I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16-07-18

Your appointment is subject to the following:

- 1. Back ground check
- 2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully, For Gallagher Service Center LLP

Shraddha Wadhwani

Deputy Manager- Human Resource

Date: 6/2/18

uthkavila Y.P.

Principal

PES Institute of Advanced Management Studies NH 206, Sagar Road

SHIVAMOGGA-577 204





This has reference to the discussion, vouhad with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Basic	Per Annum
House Rent Allowance	96302
Statutory Pay	48151
Special Allowance	8900
Conveyance Allowance	13005
Employer's Contabution to Provident Fund	19200
Fixed Emolumen'	11556
Performance Based Incentive	1971.5
Emoluments Total (A)	7885
Benefits B	205000
Employer's contribution to ESI	
Medical Insurance Premium	8815
Gratuity	0010
Benefits Total (B)	4630
Cost To Company Israi	13415
cost to company (CTC): Total (A+B)	218415

*Compensation would be as per company prevailing policies.

Date of joining: (Itly/August/Septembe 2018) Tentative

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by he company

Gallagher Service Center LLP

Regul Office 401 A B C D E, F and G Delta #2 Glgaspage | Par, Vernannager P, no. 41' 414, Maha PES Institute of Advanced |



Your appointment is subject to the following:

- 1. Back ground check
- 2. You clearing your final semester/year exams with 10% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking ferward to a long and mutually beneficial association.

Yours faithfully, For Gallagher Service Center LLP

Jana dani

Shraddha Wadhwani Deputy Manager,- Human Rescurce

pate: _____

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Principal

PES Institute of Advanced Manageme
NH 206, Sagar Road

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rt, in our organization. While you will be initially based at our Shimoga Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1.	Date of joining Your appointment is effective from the date of joining which shall be as early as but not
	later than

Your gross compensation will be Rs.2, 10,150 /-(Rupees Two Lack Ten thousand 2. One Hundred Fifty) per annum, on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

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Retirement The retirement age is 58 years.

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '15 days' notice

On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30 days' notice by either party.

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204. Gallagher Service Center LLP

Sapra K. lyon

iffice: 401 A.B.C.D.E.F and G. Delta #2, Gigaspace IT Park, Virsannagür, Pune - 411 014, Maharashtra (INDIA) Tel.: +91 20 6625 1

agnurs, 1st Floor (Wing-A) & 2nd Floor, internacional Airpon Road, Amouthahalli, Kodigehalli Gale, Hebbat, Bengalluru - 560 092. (INDIA) Tel No. +91 50 4034 3434 [619]

LLPIN: AAL 5010 . ('Registered with Limited Liability')

7. Other Work

Your position is a whole time employment with the Company and you see devote yourself exclusively to the business of the Company. You will not take up any obserwork for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

8 Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

9. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

10. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

11. Confidential information

- "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:
 - previously published or disclosed to the general public;
 - previously available without restrictions; and
 - which information the Company desires to protect against unrestricted disclosure or use.
- 11.2 "Confidential information" will however, not include information that:
 - · is or enters the public domain through no fault of yours
 - is known and has been reduced into tangible form by you prior to the time of disclosure
 - is independently developed by you without access to or use of the proprietary information
 - is generally made available to you by the Company without restriction on disclosure or
 - is disclosed by you with the Company's written consent.

pES Institute of Advanced Management Studies
NH 206, Sagar Road

SHIVAMOGGA-577 204.

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- You will not at any time, without the written consent of a Director, make copies disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out. whether the same may be confined to you or become known to you in the course of your service or otherwise.
 - By accepting the present terms of appointment, you are acknowledging that the 11.4 Company is the proprietor of the confidential information as detailed in paragraph 12.1
 - By accepting the present terms of appointment, you are further acknowledging that the 115 "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company
 - You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of 116 employment with your future employers
 - You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests 11.7 and that the violation by you of these restrictions would cause damage to the Company entitling it to, inter alia, injunctive relief.

Intellectual Property Rights 12

- "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its 12.1 products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the 12.2 termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all 12.3 territories in the world and for their entire term of protection, your remuneration being adequate consideration.

Protection of Interest 13

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204. Rapus. E. Syon

14. Past records

If any declaration given or information furnished to the Company prove to be the end of the end of

15. <u>Termination notice</u>

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

16. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

17. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

18. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours Sincerely.

For GALLAGHER OPERATIONS SUPPORT SERVICES PVT. LTD.

Hadroom

SHRADDHA WADHWANI DEPUTY MANAGER - HR

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment,

Date: 6/7/19

Signature Safea le Syc

Principal

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NH 206, Sagar Road

SHIVAMOGGA-577 204.