



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.

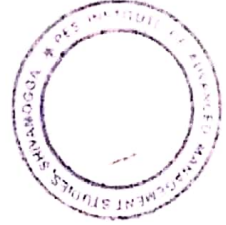
Sl. No	Reg. No.	Name of the Student	Course	Batch
1	BB158904	Ms. Amulya H C	BBA	2015-18
2	BB158917	Mr. Kalladka Adnan		
3	BB158927	Mr. Mohammed Safwan		
4	BB158943	Ms. Vijayalakshmi A		
1	C1511503	Ms. Aishwarya Dolly Sequeira	B.Com	
2	C1511516	Mr. Aravind G		
3	C1511523	Ms. Charvee R Jain		
4	C1511541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


Principal



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mr./Ms. Amulya Halekoppa Chudappa Gowda

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 16th July 2018.

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.

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.

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.

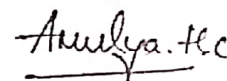
6. **Retirement**

The retirement age is 58 years.

7. **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


Amulya.H.C.

PES Institute of Advanced Management Studies

NH 206, Sagar Road

Gallagher Service Center LLP

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

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

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

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



Gallagher



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.

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.

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**

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.

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

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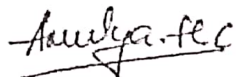


regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

- 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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16. 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 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.

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."

19. 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.

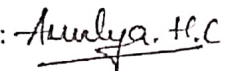
Yours Sincerely,
For GALLAGHER OPERATIONS CENTER LLP




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

Signature: 


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SHIVAMOGGA-577 204.

Annexure

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

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

In addition 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 holekoppachudappa karda

Place: Bangalore

Signature: Amulya .H.C

Date: 16/07/2018



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Date: 16th July 2018

Mr./Ms. Kalladaha Adnan

Dear Adnan,

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 16th July 2018.
2. **Salary**
Your gross compensation will be **Rs.2,21,103/- (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.
4. **Incentive**
You can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs.7,852/- 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. **Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the last 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. **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.

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On completion of six months it will be an automatic movement to permanent rules, 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.

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.

10. **Responsibilities**

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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 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

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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.

- 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 interests**

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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16. Termination notice

On successful completion of the service agreement (Provided your employment is terminable by one month (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 month 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.

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."

19. 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

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-July-2018

Signature

Principal

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



Annexure

Emoluments A	Per Annum	Per Month
Basic	161160	13430
Pro-rata Statutory Bonus	11500	1125
Employer's Contribution to Provident fund	19399	1611
Special Allowance	3116	260
Fixed Emolument	197115	16427
Performance Based Incentive*	7885	657
Total Emoluments (A)	205000	17083
Benefits B		
Gratuity**	3715	
Employer's contribution of ESI	8445	
Total Benefits (B)	16193	
Cost To Company (CTC): Total (A+B)	221193	
Deductions		
Employer's Contribution to Provident Fund		1611
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.

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

In addition 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:

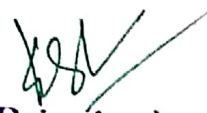
1. Background verification Check (being clear)

Name: K. Adnan

Place: Bangalore

Signature: [Handwritten Signature]

Date: 16-July-2018



Principal

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

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.

Shradha Wadhvani

Shradha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

[Signature]

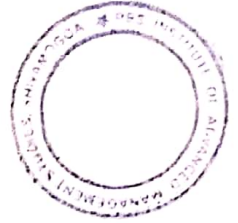
[Signature]
Principal

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



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mr. / Ms. Mohammed Safwan

Dear Safwan,

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 16th July 2018.

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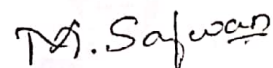
6. **Retirement**

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


M. Safwan

PES Institute of Advanced Management Studies **Gallagher Service Center LLP**

Regd. Office: **401A, 205, Dagan Road, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA)** Tel. : +91 20 6625 1700
SHIVAMOGGA-577 204. Tel. No.: +91 80 4034 3434 / 6191 6000

Scanned with CamScanner

Annexure

	Per Annum	Per Month
Emoluments A		13430
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Prorata Statutory Bonus	13500	1611
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Net pay		

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In addition 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: Mohammed Safwan

Signature: M. Safwan

Place: Bangalore

Date: 16/07/2018


Principal

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



Date: 6th February 2018

Aravind Gowindraj

Dear Aravind

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.

[Signature]
Principal

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 Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, INDIA Tel: +91 80 5074 204 / 6191 6000

LLPIN: AAI-5010 - ('Registered with Limited Liability')
 (Formerly known as Gallagher Operations Support Services Private Limited (GOS))



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 Wadhvani

[Signature]

Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

[Signature]
Principal

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



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mt. / No: Megha Shree Shirdhas

Dear Megha Shree,

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 16th July 2018.
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.
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.
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. **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

S. Megha Shree

PES Institute of Advanced Management Studies

NH 206, Sagar Road

Gallagher Service Center LLP

Regd. Office: 401, **ASHIVAMOGGA-597204**, Gigaspac IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. +91 20 6625 1700

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

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

(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 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 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. **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 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.

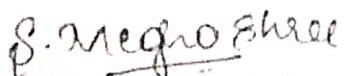
12.2 "Confidential information" will however, not include information that:

- 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


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NH 206, Sagar Road
SHIVAMOGGA-577 204.



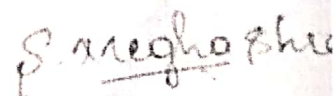


regarding the Company's affairs, administration, software or project being carried whether the same may be confined to you or become known to you in the course your service or otherwise.

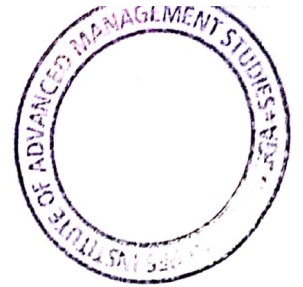
- 12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.
- 12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, 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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NH 206, Sagar Road
SHIVAMOGGA-577 204.



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16. **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 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.

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.

19. **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


VIKRANT GUNE
Senior Service Delivery Manager - HR



Annexure

Emoluments A		Per Annum	Per Month
Basic		151160	13430
Prorata Statutory Bonus		13500	1125
Employer's Contribution to Provident Fund		19339	1611
Special Allowance		3116	260
Fixed Emolument		197115	16427
Performance Based Incentive*		7885	657
Total Emoluments (A)		205000	17083
Benefits B			
Gratuity**		7748	
Employer's contribution of ESI		8445	
Total Benefits (B)		16193	
Cost To Company (CTC): Total (A+B)		221193	
Deductions			
Employer's Contribution to Provident Fund			1611
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.

** Gratuity: Amount to be paid as per Payment of Gratuity Act, 1972.

In addition 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 (bring clear)

Name: Megha Shree S

Signature: S Megha Shree

Place: Bangalore

Date: 16/09/2018

Principal

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



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Date 6th February 2018

Snehal Suresh Kumar Jain

Dear Snehal

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	96307
House Rent Allowance	48151
Statutory Pay	8900
Special Allowance	13000
Conveyance Allowance	19200
Employer's Contribution to Provident Fund	11556
Fixed Emoluments	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)

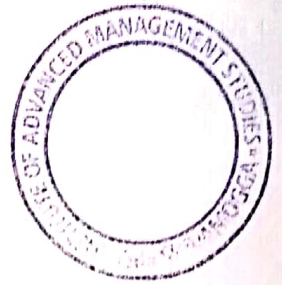
Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company

Snehal

[Signature]

Principal

Gallagher Service Center LLP



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 Wadhvani

Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

[Signature]
Principal

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



Gallagher

Insurance | Risk Management | Consulting



Date: 16th July 2018

Mr. / Ms. Uthkarsha Kukkunkalige Prabhakar

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**

Your appointment is effective from the date of joining which shall be as early as but not later than 16th July 2018.

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.

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.

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. **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.


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PES Institute of Advanced Management Studies

NH 206, Sagar Road, Bangalore

Uthkarsha K.P.



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.

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.

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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 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

with kousha k P



16. **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 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.

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."

19. **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

Principal

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

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: 16-07-18

Signature: *Uthkarsh K.P.*



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 Wadhvani

wthkarsha K.P.

[Signature]

Shraddha Wadhvani
Deputy Manager- Human Resource

Date: 6/2/18

Principal
PES Institute of Advanced Management Studies
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SHIVAMOGGA-577 204.

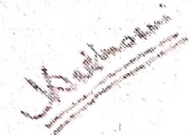
Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 70% aggregate

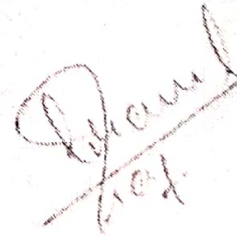
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For Gallagher Service Center LLP

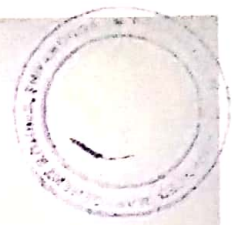


Shraddha Wadhvani
Deputy Manager- Human Resource
Date: 6/2/18





Principal
PES Institute of Advanced Manageme
NH 206, Sagar Road
SHIVAMOGGA-577 204.



Date: 6/07/18

Mr./Ms. Sapna Kumar Iyer

Dear Sapna,

We have pleasure in appointing you as **Process Assistant** 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 _____.
2. **Salary**
Your gross compensation will be **Rs.2, 10,150 /-(Rupees Two Lack Ten thousand 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.
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Principal

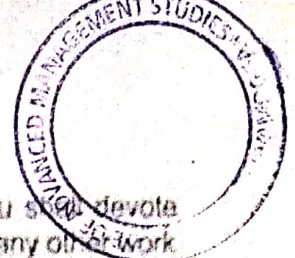
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Sapna K. Iyer

Gallagher Service Center LLP

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7. **Other Work**

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- 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.

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- 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.

Principal

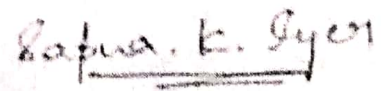
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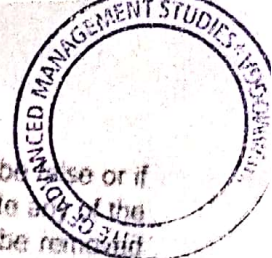


- 11.3 You will not at any time, without the written consent of a Director, make copies, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.
- 11.4 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
- 11.5 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
- 11.6 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
- 11.7 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.
- 12 **Intellectual Property Rights**
- 12.1 "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.
- 12.2 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.
- 12.3 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.
13. **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


Principal

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14. **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.

15. **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 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.

Shraddha Wadhvani

**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: *Sapna K. Saje*

[Signature]
Principal

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