

OFFER LETTER

08.09.2023

Guhan G,
94 C, Melakkarumbiran Kottai, Alangudi,
Pudukkottai, Tamil Nadu, 622301

Dear Mr. Guhan G,

Congratulations! You have successfully completed our selection process and we are pleased to make a **job offer**. Please read this offer letter and the terms of confidentiality and employment carefully before signing to confirm your acceptance of the offer. If accepted, you shall join Vugha Technological Solutions Pvt Ltd as a **Software development Engineer** by **08/09/2022**. Please note that this offer is liable to lapse at the discretion of Vugha if not accepted and returned within 7 day of the receipt. You may handover the acceptance letter to the HR team member from Vugha.

Attached are the terms and conditions of our offer — Please read them carefully as important details are included.

GENERAL TERMS:

1. You are required to report at **our corporate office** which is located in the following address.

Vugha Technological Solutions Pvt Ltd.,

Startup cell – 1 & 2, Center for innovation and technology transfer,

Sathyabama centre for Advanced Studies,

OMR, Chennai - 600119.

2. You are required to work 6 days a week from office. I.e., Monday to Saturday. You're reporting manager will be **Mr. Karthic Jayaraj**. He will help you to get introduced to our firm and its functions.

3. You will abide by all the rules and regulations of the Company which are in force from time to time and the company shall have the right to vary or modify any or all the above terms and conditions which shall be binding on you.

4. You have to maintain a professional appearance to represent the company in a positive light. Employees should dress functionally while maintaining a professional appearance. Collared shirts, slacks or khakis, skirts, dresses, Salwar and closed-toe shoes are examples.



COMPENSATION AND BENEFITS:

You will be entitled to a competitive monthly salary of **Rs.15,000/-**, which will be paid on or before 5th of every month through direct deposit.

a. Casual Leave: You will be entitled to **6 days** of casual leave per year, which can be availed of subject to approval and workload considerations.

b. Sick Leave: We offer **6 days** of sick leave per year to support you during times of illness.

You are allowed to take leave for **2 days/Month** (Sick Leave -1, Casual Leave - 1) during working days. In case you want to take continuous 2 or more days leave, kindly communicate the same to your reporting manager prior and get approval and it will be subjected to LOP.

As a member of our team, you will be required to abide by all company policies, rules, and regulations in effect during your employment. Please note that all details related to your compensation and benefits are confidential and should be treated as such. You are required to maintain the confidentiality of this information. The compensation and benefits package is subject to change at the discretion of Vugha, and any modifications will be communicated to you in a timely manner.

EMPLOYMENT TERMS & TERMINATION:

Your employment with Vugha shall commence on **9th August 2023** and will continue until terminated as described below.

a. Termination by Either Party: Either you or Vugha may terminate the employment relationship by providing 30 days prior written notice to the other party. Failure to serve one month notice period will result in no compensation settlement for the preceding/same month.

b. Termination for Cause: Vugha reserves the right to terminate your employment immediately, without prior notice, for any of the following reasons:

- Gross misconduct or willful violation of company policies.
- Breach of trust or any applicable laws.
- Material breach of your duties and obligations as outlined in your employment agreement.
- Any actions that may harm the interests or reputation of the company.

c. Severance and Notice Period: In the event of termination without cause, you shall be entitled to receive any unpaid salary up to the date of termination upon completion of relieving procedure and submission of all company property.



**VUGHA
TECHNOLOGICAL
SOLUTIONS PVT. LTD.,**
Re-inventing your business!

U72900TZ2021PTC035581

CIN

MSME certified/UDYAM-TN-03-0028988
DPIIT recognized / DIPP77092

d. Mutual Commitment: As Vugha invests significant resources in training and development, we expect a long and mutually beneficial association. You are expected to commit to a minimum employment period of 12 months from the commencement of your employment.

e. Modification of Terms: Please note that the terms and conditions mentioned above are subject to change at the discretion of Vugha, and any modifications will be communicated to you in writing.

POLICIES AND GUIDELINES

You will be governed by the rules, regulations and other company policies (together the "Company Policy") as applicable, enforced, amended or altered from time to time during the course of your employment. Please read carefully the resources provided to you on the governing policies and regulations as applicable and undertake all certifications that may be required in this regard.

DISCHARGE OF DUTIES:

You will work on a **full-time basis** during the Term of this arrangement and be required to devote your complete attention and time towards training and performance of work in the form and manner as required by the Company with diligence, devotion and discretion. During the Term, you will use your best endeavour to defend and promote the business interests of Vugha Technological Solutions.

CONFIDENTIALITY AGREEMENT:

a. In the course of your assignment with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Vugha Technological Solutions Pvt Ltd., or its subsidiaries or affiliates, its customers, subcontractors or any other person or company having any kind of association or relationship, and/or its affiliates or subsidiaries (together "Confidential Information").

b. You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer from our end.

c. You shall at all times, whether during or after the termination of this arrangement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise howsoever.

d. You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise – any copyrighted material

WEB

www.vugha.com

ceo@vugha.com

support@vugha.com

+91 9566362161

+91 9751090997

No. 32, Venugopal Layout,

Avarampalayam, Coimbatore - 641006



or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

e. Upon expiry or termination of your employment with us, you will return and surrender to us, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever.

NON-DISCLOSURE AGREEMENT:

You shall not disclose to any person, papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Vugha Technological Solutions or its subsidiaries or affiliates, customers, subcontractors or any other person or company having any kind of association or relationship with us and/or its subsidiaries or affiliates, except with prior written approval from us. Provisions of this paragraph will continue to be valid and binding on you notwithstanding cessation of your employment with Vugha.

RELATIONSHIP:

It is expressly agreed that this arrangement does not create any relationship of partnership, joint venture, agency or employer and employee between the parties.

INTELLECTUAL PROPERTY RIGHTS:

All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Vugha and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Vugha, during or after the Term, you shall assign and transfer in favour of Vugha or, at the request of Vugha, in favour of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such works or materials and shall execute such deeds and documents, as we may require, to effectually vest in Vugha, any of its subsidiary, affiliate or customers as we may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

SEVERABILITY

The invalidity or unenforceability of any particular provision of this offer letter shall not affect the other provisions hereof, and this offer letter shall be construed in all respects as if such valid or

GD/HR/TR/0003

July 11, 2023

Rajkumar R
No.341, Karpagavinayagar street,
Bharathidasan salai, Alangudi,
Pudukkottai, Tamilnadu-622301

Dear Rajkumar R

TRAINING OFFER - Intern Trainee - Software Developer

This has reference to your application dated **22-May-23** and subsequent interview you had with us, we have pleasure in appointing you as a Trainee in our organization on the following terms and conditions: -

1. That you will be initially on training for a period of 3 months from the date of your joining. This training period of 3 months may however be extended at the discretion of the management.
2. During your period of training, the management reserves the right to terminate your appointment without notice.
3. On satisfactory completion of the training, you may be absorbed against a permanent vacancy if any. In that event you will be appointed as Probationer and a fresh letter of appointment will be issued to you.
4. That you will be paid a stipend of **Rs. 12000/-** per month.
5. That you will have to bear your own taxation, if any, which will be deducted from your stipend.
6. That your appointment will be governed by the general rules and regulations, policies and other Service conditions of the company which prevail at present and as may be amended from time to time.
7. That your appointment is subject to your being found medically fit and continuing to remain so. You are required to undergo medical examination by an authorized Medical Officer as prescribed by management and produce the Medical Certificate whenever.

GESTALT DESIGNS PRIVATE LIMITED

No.11/552, F2 & F2A First Floor, (Above ICICI Bank), Medavakkam Main Road, Kovilambakkam, Chennai - 600 117

CIN : U74999TN2018PTC126397 | GST : 33AAHCG5991Q1ZT

📞 91-44-4232 5050 | www.gestalt designs.in | info@gestalt designs.in

8. need arise. Continuing employment is subject to your being found and remaining medically, physically, and mentally fit.
9. That you shall carry out all such duties and work as may be entrusted to you from time to time in the interest of the company and in the training. You shall also be required to come in shift duty.
10. You shall always hold in strict confidence technical, trade or business information and or any other secrets of the Company, which according to the Company, form confidential and valuable property of the Company. You shall also discharge the responsibilities entrusted to you with full confidence and trust.
11. You will not indulge in any business or deals in any materials on your private account or accept any other employment during your continuance in the service of the Company.
12. You shall not have any personal/private contact with any buyers/customers of the company.
13. Compliments/Gifts in cash or kind given officially or personally on behalf of our Company should be strictly avoided.
14. You are responsible for safe keeping and return in good condition any tools, equipment's, files, materials, etc., which may be in your use, custody, or charge.
15. You are required to furnish to the management your residential address at the time of joining. Any subsequent change in the address should be intimated immediately in writing to the management.
16. This order is issued to you in duplicate. Please sign and return the original document.

ENCLOSURES: AS ABOVE

Yours sincerely,

For Gestalt Designs Pvt. Ltd.,

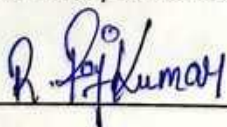


Authorized Signature



I have read and understood the terms and conditions as described in this communication. I confirm the acceptance of these without any reservation.

Signature



Date: 12.07.2023

GESTALT DESIGNS PRIVATE LIMITED

No.11/552, F2 & F2A First Floor, (Above ICICI Bank), Medavakkam Main Road, Kovilambakkam, Chennai - 600 117

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KRSHITECH SOLUTIONS PVT LTD

Kamarani,
Ponnamaravathy,
krs@krshitecholutions.com,
9600218677,
31-07-2023

Sathish Kumar.R,
Analyzer,
KRSHITECH SOLUTIONS,
Ponnamaravathy,
Tamil Nadu-622407.

Dear Sathish Kumar.R

Re: Job Offer – Analyzer

I am pleased to extend to you an official offer of employment for the position of Analyzer at KRSHITECH SOLUTIONS. We were thoroughly impressed with your qualifications, experience, and skills, and believe that you will make a valuable addition to our team. We are excited about the prospect of you joining our organization.

The terms and conditions of your employment are as follows:

1. Position : Analyzer
2. Department : Forex Fundamental analysis
3. Start Date : 05-08-2023
4. Probationary Period. The first 3 months will serve as a probationary period, during which your performance and suitability for the role will be evaluated.
5. Compensation: Your Monthly salary will be 25,000/- payable on a Monthly basis.
6. Benefits: You will be eligible for our company benefits package, including retirement plans, paid time off, and other benefits as outlined in our company policy.
7. Working Hours: Your regular working hours will be 9 hours, from 9am to 6pm, Monday to Saturday.
8. Reporting to: You will be reporting directly to Kamarani.
9. Location: Your primary work location will be ponnamaravathy, but you may be required to travel for business purposes.



KRSHITECH SOLUTIONS PVT LTD

Please note that this offer is contingent upon the successful completion of any background checks, reference checks, and other pre-employment requirements as deemed necessary by the company.

To accept this job offer, please sign and return a copy of this letter by 05-08-2023 to confirm your acceptance of the position. Additionally, please provide any other requested documents or information necessary for the onboarding process.

We are excited about the opportunity to work with you and believe that you will contribute significantly to our company's success. Should you have any questions or require further clarification, please do not hesitate to contact me at 9600218677 or krs@krshitecholutions.com

We look forward to your positive response and welcoming you to our team.

FOR KRSHITECH SOLUTIONS PRIVATE
LIMITED

Kamarani,
CEO,
KRSHITECH SOLUTIONS.



DIRECTOR



Sincerely,
Sathish Kumar.R.





Giramiyan
For your better future

CIN No : U65929TN2019PLN133158

GIRAMIYAN MUTUAL BENEFIT INDIA NIDHI LIMITED

Reg. Add: T.S.No: 6369, Yanaimaal Veethi, Puthu Street, Thirukokarnam, PUDUKKOTTAI - 622 002.
Phone No: 04322 221237 www.giramiyan.com E-mail: admin@shriway.in

APPOINTMENT ORDER

Date: 15-April-2023

From:

S.priyanka,
Human Resource Manager,
Giramiyan Mutual Benefit India Nidhi Limited,
Thirukkokarnam,
Pudukkottai – 622002.

To:

Hemalatha P ,
D/No : 75 New Street Thirukkogaram ,
Pudukkottai.

Dear Mr/Mrs/Miss

“Congratulations”

The Management is pleased to Appointment as a **IT Junior Executive** in **Head Office** as an effective from **10 –March –2023** You satisfactory Performance and the management expect the same from you in future.

“We wish you all the best”



Giramiyan
For your better future

S.priyanka
15/04/2023

S.priyanka

Human Resource Manager



Offer Cum Appointment Letter

18-Aug-2023

Mrs Lakshmi .,

2, Kalki Street, Pallavan Nagar, Maduravoyal Chennai - Tiruvallur Tamil Nadu 600095 India

Mobile No: 6383074059

Dear Lakshmi .,

With reference to your interview and online documentations submitted for seeking employment with our company. We are pleased to inform you that your candidature has been accepted basis representation made and documents submitted by you.

This offer cum appointment letter is being issued to you for appointing you on the post of **EazyPay RO** in Grade **GRADE-15** with the company. Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **21-Aug-2023** you will report at our Client site at following work location: :

ICICI BANK LTD (Chennai)

Besides the terms and condition, which are stipulated herein in this letter, your appointment shall be subject to satisfactory results of verifications of representation made and documents submitted by you.

In case of your verification / reference checks are not up to the desired level, this letter shall be automatically stands withdrawn and even if you have joined duty, your services shall be discontinued with immediate effect without any compensation notice or salary in lieu thereof.

Further, if you fail to join on the date specified hereinabove, this letter shall be treated as withdrawn.

The following are the other terms and conditions of this offer cum appointment letter:

A. Commencement Term:

- i) Your appointment is effective from 21-Aug-2023
- ii) You will be on probation for a period of six months or any further extended period as may be decided by the Company based on your performance during the probation
- iii) On satisfactory completion of your probation you will be confirmed in the services of the Company in writing.



B. Remuneration:

Your total cost to the company will be Rs.262128 per annum as per detailed annexure to this letter.

Benefits:

You will be eligible for Retirement Benefits of the Company; namely Provident Fund and Gratuity in accordance with the statutory requirements and / or, as per Company policy

C. Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the company.

IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by **i-Process Services (India) Private Limited**.

HR Policy: While you are in the service of the company, you will be governed and required to adhere the HR Policies of the company as amended from time to time.

Notice Period: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and without giving any notice.

During the probation period, if you decide to leave the Company's services, you will be required to give fifteen days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

In case you decide to leave the Company's services after confirmation, you will be required to give thirty days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

After confirmation in grade, your services would be liable to be terminated by the Company, by giving thirty days' notice or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

Transfer: The Company shall have the right to transfer you to any of its offices.

Retirement: Employees would retire on the last day of the month in which they complete 58 years of age.



Joining Competitor: In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any competing Company or Financial Services Company for a period of six months from the date of resignation/termination.

D. Termination of Employment: In addition to what has been mentioned in sub-clause (iii) of Clause- E of this letter, please note that your services with the Company are also liable to be terminated any time in the event of:

- i) Any breach of the conditions mentioned in this letter or for breach of any rules of the company that may be made applicable to you from time to time, on your part;
- ii) Any incorrect information furnished by you;
- iii) Suppression of any material information by you.

E. General:

i)The company, in its discretion, shall deploy/depute your services at the offices of its client at any of the locations in India.

ii)Your appointment and continuation in employment are subject to your being found medically fit by a Registered Medical Practitioner (discretionary) and reference checks (discretionary).

iii)You will be bound by the Rules and Regulations of the company.

iv)You will keep us informed of any change in your contact details (Mobile no. & E-Mail ID) and present, permanent or correspondence address.

If you are agreeable to the above-mentioned terms and conditions, please accept the same through your account on HRMS portal.

Yours sincerely,

For i-Process Services(India) Private Limited

A handwritten signature in black ink, appearing to read "Vinod Kumar", is written over a horizontal line.

Authorized Signatory



Annexure to Letter dated 18-Aug-2023

Name of Employee Lakshmi .
Designation EazyPay RO
Grade GRADE-15
Location Chennai

Pay Component	Monthly Amount	Annual Amount
CTC		
Gross Salary	18900	226800
Basic	11000	132000
HRA	750	9000
Supplementary Allowance	5900	70800
Medical Allowance	1250	15000
Retiral Other Benefits	2944	35328
Employer PF	1800	21600
Employer ESI	615	7380
Gratuity	529	6348
Total CTC	21844	262128
Total CTC	21844	262128

For i-Process Services(India) Private Limited

Authorized Signatory



FORM XII

[Under rule 76 of the Contract Labour (Regulation and Abolition) Central Rules, 1971] Employment Card

A. Name Contractor : i-Process Services (India) Pvt. Ltd.

A1. LIN/PAN No. of the contractor :AABCI3838C

A2. Email Id of the contractor :contact@iprocess.in

A3. Mobile No. of the contractor: : 0124-4763433

B. Wage rate(with particulars of unit, in case of piecework : NA

C. Name of Principal Employer :ICICI BANK LTD

C1. LIN/PAN No. of the Principal employer :AAACI1195H

C2. Email Id of the Principal employer :

C3. Mobile No. of the Principal employer: :

D. Name of workmen : Lakshmi .

D1. UAN/Aadhaar No :

D2. Mobile No : 6383074059

1. Serial number in the register of workmen , employed :

2. Nature of Designation : EazyPay RO

3. Wages Rate : Rs. 262128 (per annum)

4.Date of commencement of employment : 21-Aug-2023

For i-Process Services(India) Private Limited

Authorized Signatory



Date : 18-Aug-2023

Employee Name : Lakshmi .

Deputation of Services

Dear Lakshmi .

This is with further reference to joining the services of the company with effect from 21-Aug-2023 in accordance with the Offer cum appointment letter accepted by you.

Your services will be deputed to our client's office at below address from your joining date until further instruction from us in writing.

ICICI BANK LTD, ICICI Bank Ltd., 4/6, M.G.Road, Near Shastri Nagar, Thiruvanmiyur, Chennai - 600041, Tamil Nadu SOL ID-3995

Accordingly, you are required to report at our above client work location / address.

During your period of deputation to the Client you shall:

- i) Abide by the norms and code of conduct as applicable at the Client workplace and ensure discipline and professional conduct at all times
- ii) Not to utilize or divulge to any person/ organization other than the Client, any information which you may possess by virtue of your association with our Client.
- iii) Continue to be governed by the rules & policies of the company as well as terms & conditions as mentioned in your Appointment letter dated 21-Aug-2023.

For i-Process Services(India) Private Limited

Authorized Signatory