



**VIVEKANANDA COLLEGE**  
**UNIVERSITY OF DELHI**

**SUPPORTING DOCUMENTS FOR 5.2.1**

**5.2.1 Number of placement of outgoing students during the year**

S.N o.	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment	Page No.	Proof
1	2023	Khushi Verma	B.Com (Prog.)	HCL TECH LTD BPO SERVICES	Rs 22500 per month	2-6	<a href="#">View Link</a>
2	2022	Ayushi Tiwari	B.A. (Hons.) English	Indigo	Rs 30535 per month	7-33	<a href="#">View Link</a>
3	2022	Tanvi Sehgal	BA Program FT	Genpact	Rs. 400000 Per Annum	34-34	<a href="#">View Link</a>
4	2022	Yugmita Kesh	B.Com (Hons.)	Data Trained Education Pvt. Ltd.	Rs. 336000 Per Annum	35-35	<a href="#">View Link</a>
5	2022	Shruti Phatak	B.A. (Prog.)	Wipro	Rs 308000 per Annum	36-36	<a href="#">View Link</a>

## 1. Khushi Verma from B.Com (P) got offer letter from HCL TECH LTD BPO SERVICES

[hcltech.com](http://hcltech.com)

April 10, 2023

Khushi Verma  
23B saidham 2nd ,chipiyana bujurg,GB Nagar  
near step up school  
Uttar Pradesh  
India  
Document ID - a80f066b-72fd-488b-84a0-a29b5ae0483b

Sub: Letter of Contract

Dear Khushi Verma,

With reference to our discussion, we are pleased to inform you that you have been selected for contract employment with HCL TECH LTD BPO SERVICES as Contract Retainer. The following terms and conditions will apply to you: -

1. Your contract shall be from **April 20, 2023** to **October 20, 2023**. The contract can be extended for another specified period with mutual consent. Your engagement stands terminated on expiry of contract period unless it is extended further in written. You will be entitled to statutory benefits as per the respective Acts and as per rules/policies of the company.
2. You shall be paid a consolidated amount of **Rs.22500 per month** towards consideration fee, subject to Income tax deduction at source.
3. You will be required to undertake the necessary joining formalities with the company at the time of starting of your engagement

4. The company will undertake the background verification / validation process in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs etc. with the help of a third party as and when required.
5. You are being engaged for this assignment based on your particulars and information made available by you and in case the said particulars/information is found false or incorrect, your engagement will be deemed cancelled *ab-initio*.
6. Generally, we would advise you not to take any leave during your contract engagement. In case of exigencies of work/sickness, you may take one leave per month. Any leave over and above this, will be treated as Leave without payment.

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Signature of Employee:

HCL Technologies Ltd.  
Technology Hub, Special Economic Zone  
Plot No. 3A, Sector 128, NOIDA- 201304, UP, India  
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLCD46369  
Registered Office:  
806 Siddharth, 96, Nehru Place, New Delhi -110009, India




7. The company shall have the discretion to re designate you according to the company's requirement.
8. During your contract with the company, you will be liable to be transferred or deputed to any of the offices/departments, units of the company, Associates/Subsidiaries/group companies, whether existing or to be set up/acquired anywhere in India, on similar terms and conditions of contract.
9. The company will expect you to undergo assigned tasks with high standard of initiative, efficiency, loyalty and economy.
10. You will be required to work as per the standard working hours of the Company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs and you may also require to complete and comply at all times with HCL and client mandatory trainings/workstation norms during the engagement. The same are subject to change from time to time.
11. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice or any salary in lieu of notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you
12. Your engagement with the Company can be terminated during the subsistence of this contract either by the Company or by you by giving the other party 30 days' advance notice or payment in lieu thereof. In case of partial notice, the prorated payment would apply for the remaining period of notice. However, please note that direction to early separation, accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 30 days' notice may be extended, if mutually agreed by you and the Company. On termination of your engagement for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

13. Your continuance on this engagement with the Company is subject to your remaining physically and mentally fit. You will need to undergo medical examination as per the directions of the management, if required.
14. You will be required to maintain utmost secrecy and will not divulge or give out to anyone in any manner, particulars or details of any of the trade secrets manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the company of confidential nature.

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Signature of Employee:

HCL Technologies Ltd.  
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Plot No. 3A, Sector 126, NOIDA- 201304, UP, India  
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15. Any knowledge or information which you gather during the contract shall not be disclosed by you outside this company, either during the contract period or subsequently.



16. You shall not have any right (intellectual or otherwise) on the software or the source code which gets created during the contract and all the rights to this software or source code shall remain with the company. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your engagement, shall be deemed to be sole property of the Company and you hereby waive any and all right, title or interest, if any, in the same in favor of the Company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the Company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the Company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your engagement with the Company. Promptly upon the expiration or termination of your engagement with the Company or upon the request of the Company, you shall return to the Company all documents and tangible items, including samples, provided to you or created by you for use in connection with services to be rendered by you, including without limitation all confidential information of the Company, together with all copies and abstracts thereof.
17. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management
18. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the cost of the same from you.
19. You shall not engage directly or indirectly in any profession, trade or business on your account that conflicts with your functions and duties towards the Company.



20. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your engagement with the

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Signature of Employee:

HCL Technologies Ltd.  
Technology Hub, Special Economic Zone  
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Corporate Identity Number: L74140DL1991PLC046369  
Registered Office:  
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Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

21. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.
22. Your contract will not give you any right of appointment or lien on any permanent post in the company.
22. Your contract will not give you any right of appointment or lien on any permanent post in the company.

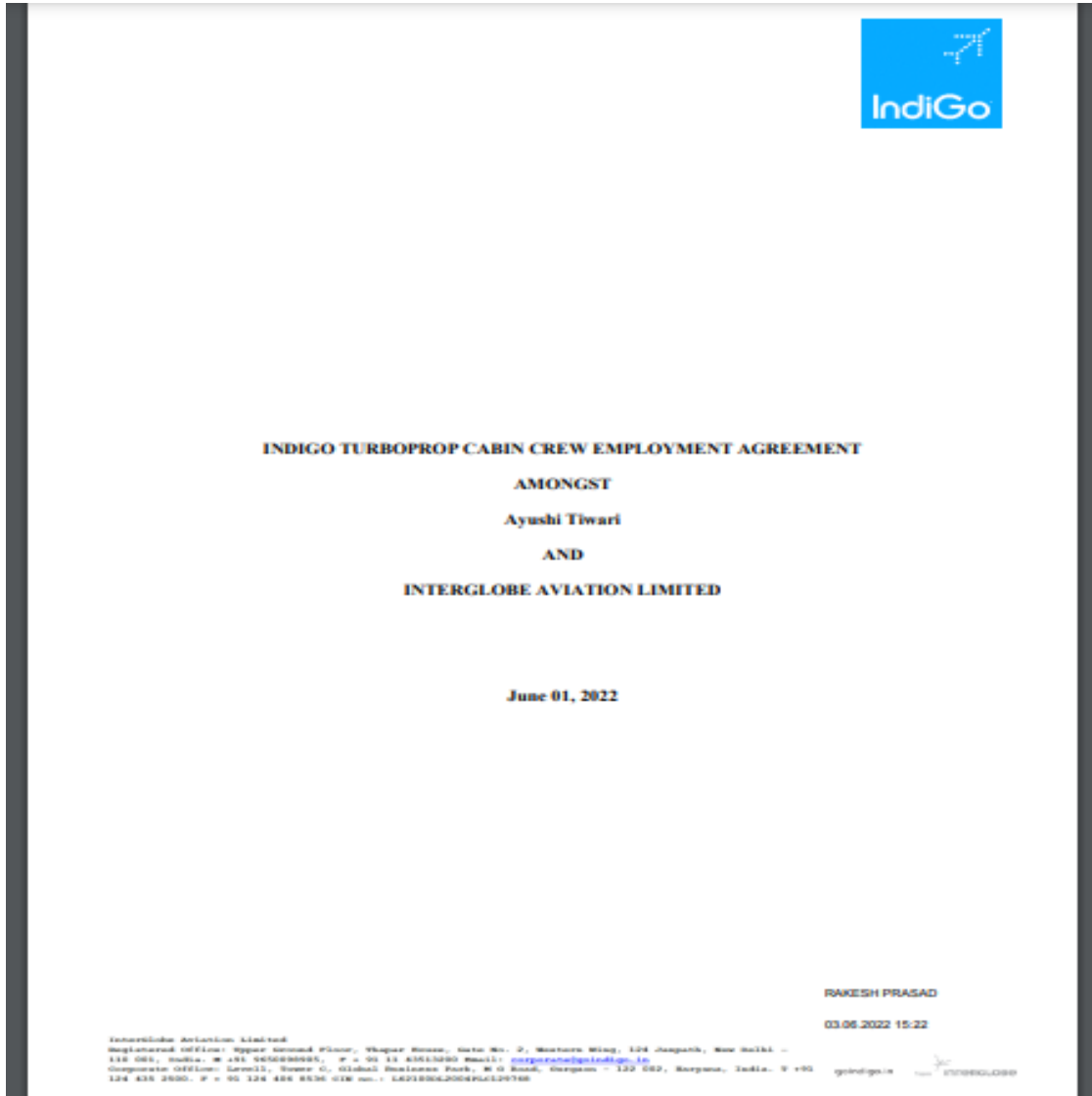
In case the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your having understood and agreed to the same and submit the same to **Subhir Bhutani**. Please note that no commitments other than what is mentioned in this letter will be applicable to you or entertained by us.

For HCL TECH LTD BPO SERVICES

**Debasis Sarkar**

Sr. VP, Head-Global Rewards

2. Ayushi Tiwari got offer letter from Indigo



**THIS INDIGO TURBOPROP CABIN CREW EMPLOYMENT AGREEMENT** (this “Agreement”), is executed on the **1st** day of **June**,

**2022**, BY:

**Ayushi Tiwari**, resident of A-300, Near Water Tank, Ghitorni, New Delhi (hereinafter referred to as “**CabinCrew**”) of the ONE PART;

**AND**

**InterGlobe Aviation Limited**, a company incorporated under the laws of India having its corporate offices at Tower C, 2<sup>nd</sup> Floor, Global Business Park, Mehrauli - Gurgaon Road, Gurugram - 122002, Haryana, India (hereinafter called the “**Company**”, which expression shall include its successors, nominees and assigns) of the SECOND PART.

(The Cabin Crew and the Company shall be individually referred to as the “**Party**” and collectively as the “**Parties**”).

**IN CONSIDERATION OF THE PREMISES AND MUTUAL PROMISES AND COVENANTS SET FORTH HEREINAFTER, THE PARTIES HERETO AGREE AS FOLLOWS:**

**1. Definitions**

In this Agreement, unless the context otherwise requires: (i) capitalized terms defined by inclusion in quotations and/or parentheses have the meanings so ascribed; and (ii) the following words and expressions will have the meanings ascribed to them below:

“**Available To Fly**” means that the Cabin Crew (i) is available to perform duties in the service of the Company, (ii) is engaged in any training being provided by the Company, (iii) is on approved leave (but not on leave without pay) in accordance with the applicable policies of the Company, or (iv) is on any other authorized Company business.

“**ATR Performance Bonus Programme**” has the meaning assigned to it in Clause 5.2 of the Agreement.

“**Cabin Attendant (Grade TRG)**” means a cabin crew who is in the process of undergoing ground training and does not perform flying duties during such training period.

“**Cabin Attendant**” means a cabin crew who meets the requisite qualifications, experience and such other criteria as laid down by the DGCA and as determined by the Company.

“**Cabin Crew in Good Standing**” means that the Cabin Crew is eligible for normal pay and benefits and

(i) who has not resigned from his/ her employment other than in accordance with the terms of this Agreement, and/or (ii) who has not been terminated by the Company, and/or (iii) against whom no disciplinary action has been taken by the Company in accordance with the terms of this Agreement.

“**Calendar Month**” means the period from and including the first day of, to and including the last day of, each English calendar month of the year.



“**Check Cabin Attendant**” means a cabin crew who meets the requisite qualifications, experience and such other criteria as laid down by DGCA and the Company for a ‘Check Cabin Attendant’, and in addition to undertaking the duties of a Lead Cabin Attendant also undertakes periodic checks with respect to: (i) other cabin crew; and (ii) surveillance of the cabin of an aircraft.

RAKESHPRASAD



“**DGCA**” means the Directorate General of Civil Aviation, Government of India.

“**Domicile**” means a station which is the location where the Cabin Crew is posted during the term of this Agreement.

“**Effective Date**” has the meaning assigned to it in Clause 2 of this Agreement.

“**Lead Cabin Attendant**” means a cabin crew who meets the requisite qualifications, experience and such other criteria as laid down by DGCA and the Company for a ‘Lead Cabin Attendant’ and who has the overall responsibility for: (i) the conduct and coordination of cabin safety procedures applicable during the operations of a flight; and (ii) leading the other cabin crew in the aircraft.

“**Long Term Leave Period**” has the meaning assigned to it in Clause 6.3 of this Agreement. “**PAN**” has the meaning assigned to it in Clause 5.3 of this Agreement.

“**Proprietary and Confidential Information**” has the meaning assigned to it in Clause 8.1 of this Agreement.

“**Roster Period**” means successive periods comprising of such number of days as determined by the Company from time to time, for rostering purposes.

“**Sector Hours**” means flying hours of the Cabin Crew calculated on the basis of sector values, determined in accordance with the policies and directions of the Company.

“**Status**” means a cabin crew’s awarded designation by the Company as Cabin Attendant, or Lead Cabin Attendant and/or Check Cabin Attendant.

“**TMU Policy**” has the meaning assigned to it in Clause 3.9 (a) of this Agreement.

## 2. **Appointment**

The Company hereby appoints the Cabin Crew as **Cabin Attendant (Grade Tr)**, initially Domiciled in **Hyderabad**, with effect from **June 09, 2022** or such other date notified in writing by the Company (“**Effective Date**”), subject to the terms and conditions set forth in this Agreement, and the Cabin Crew hereby accepts such appointment.

## 3. **Duties and Responsibilities**

- 3.1 The Cabin Crew shall at all times, be capable of carrying out the duties of a **Cabin Attendant (Grade Tr)** of the ATR 72-600 aircraft, operated by the Company and shall undertake his/her duties on domestic and/or international routes, as determined by the Company and shall perform such other duties as are assigned to the Cabin Crew from time to time.

- 3.2 As a part of the Cabin Crew's responsibilities, the Cabin Crew shall be responsible for the effective functioning of the staff or employees, if any, under his/her supervision.
- 3.3 The Cabin Crew shall, at all times, meet all requirements specified by the DGCA or such other regulatory authorities, which are applicable to his / her performance of duties for the Company.
- 3.4 The Cabin Crew shall carry out his / her duties diligently in accordance with: RAKESH PRASAD



- (a) this Agreement;
  - (b) any other agreements that may be entered into between the Cabin Crew and the Company including any training agreements;
  - (c) operational instructions as contained in the orders or circulars of the DGCA or any other governmental authority;
  - (d) any working orders or notices issued orally or in writing from the Company to the Cabin Crew, in effect from time to time, and in the case of any conflict between such working orders or notices (as the case may be) and this Agreement, such working orders or notices (as the case may be) shall prevail; and
  - (e) the manuals and/or policies (including amendments thereto) of the Company in effect from time to time and in the case of any conflict between such policies and this Agreement, such policies shall prevail.
- 3.5 During the course of the Cabin Crew's employment with the Company, the Cabin Crew shall, at all times, keep him/herself informed of and updated with all of the policies and procedures of the Company in force, including but not limited to matters concerning flight operations, safety, leaves, code of conduct and medical policies. The Company shall, at its sole discretion, have the right to amend its policies at any time, remove any policies or formulate new policies and the Cabin Crew shall be bound to be aware of and comply with such amended/updated policies.
- 3.6 The Cabin Crew shall serve the Company as a cabin crew member in any part of the world and on any of the routes served by the Company, as determined by the Company, including revenue flights, non-revenue flights, training flights, test flights, delivery flights, ferry flights, demonstration flights, positioning flights and/or chartered flights and/or familiarization flights and/or proving flights, as determined by the Company and/or by the regulatory authorities. The Cabin Crew's duties shall also include duties to be performed by him/her as an Additional Crew Member ("ACM") and/or Dead Head Crew ("DHT") to perform flying duties and/or stand by duties and/or reserve duties and/or office duties, in accordance with the policies and/or circulars and/or notices governing ACM/DHT duties.
- 3.7 The Company shall prepare a roster and assign flights within a Roster Period to the Cabin Crew prior to the commencement of such Roster Period and the Company may amend such roster from time to time due to operational reasons and the Cabin Crew shall at all times adhere to such roster. In addition, the Cabin Crew may be assigned additional flights by the Company during a Roster Period, in accordance with the Company's requirements, provided that the Company shall comply with any applicable DGCA requirements in this respect.
- 3.8 A Cabin Crew may be required to fly the Company's aircraft from his/her Domicile or designated operating station of the Company. In the event the Company determines that changes in staffing are required at one or more of its Domiciles, the Company may require the Cabin Crew to fill an identified Domicile vacancy.

- 3.9 The Cabin Crew's continued employment with the Company shall be subject to the following conditions:
- (a) Medical Fitness: The Cabin Crew shall at all times be in sound health and shall not be found medically unfit as per the Company policies and/or any applicable governmental authority including DGCA. The Company shall have the right to require the Cabin Crew to undergo appropriate medical examinations, as and when deemed necessary in the sole discretion of the Company, by a medical professional designated by the Company and / or the DGCA. The decision of the appointed medical professional shall be final.



and binding on the Parties. If in the opinion of the Company, the Cabin Crew is found to be temporarily medically unfit, while carrying out the duties assigned by the Company, the Temporarily Medically Unfit Policy of the Company (“**TMU Policy**”) shall apply to the Cabin Crew. Provided that the Company shall have the right to initiate appropriate action against the Cabin Crew including termination of his/her employment as a result of such medical unfitness and/or temporary medical unfitness.

- (b) Alcohol or Substance Abuse: The Company shall have the right to require the Cabin Crew to undergo examination for use/consumption of alcohol or psychotropic substances or psychoactive substances as per the applicable regulations of DGCA and other drugs, including narcotics, as and when deemed necessary in the sole discretion of the Company by a professional designated by the Company and / or the DGCA. The decision of the appointed professional shall be final and binding on the Cabin Crew.
- (c) Veracity of Particulars Submitted: If the qualifications, references or any other particulars furnished by the Cabin Crew to the Company before or after the date of this Agreement, including in respect of any past employment records, regulatory, disciplinary or other proceedings or action, are in any manner found to be false, incorrect or inaccurate, or if any material relevant information has been suppressed or concealed by the Cabin Crew from the Company, the Cabin Crew shall be deemed to be in breach of this Agreement.
- (d) Exclusive Employment: During the period of the Cabin Crew’s employment with the Company, he / she shall work exclusively for the Company and shall not secure any other job, either for remuneration or on an honorary basis, unless pre-approved by the Company in writing, which approval shall be subject to such conditions as the Company deems fit.
- (e) Licenses and Permits. The Cabin Crew shall, at all times, be in possession of all valid licenses required to perform his / her duties, including any other documents, registrations, certificates, approvals, licenses, identification proof, valid medical fitness certificate required by the Company or any governmental authorities, required for the purpose of carrying out his/her assignments or for the purposes of his/her employment with the Company or to obtain the airport entry permit issued by the airport operator. The Cabin Crew shall also ensure that his / her passport, without emigration check requirements, is valid at all times.
- (g) Successful completion of the Training/Internal Assessment/Tests. The Cabin Crew shall be required to successfully complete any training and/or internal assessment test that may be conducted by or on behalf of the Company, to its satisfaction. Notwithstanding anything contained in this Agreement, during any period of corrective and/or recurrent and/or curative trainings attended by the Cabin Crew, the Cabin Crew shall be eligible for remuneration in accordance with **Schedule 1** to this Agreement, other than the component of Base Flying Pay, which shall not be payable to the Cabin Crew.
- (h) Compliance with laws in all jurisdictions: The Cabin Crew shall be required to be in compliance with all applicable laws of any jurisdiction in order for the Cabin Crew to perform his/her duties or obligations under this Agreement, in any jurisdiction including India. The Cabin Crew shall be obligated to inform the Company of any such non-compliance of any such

laws.

4. **Change in Designation or Structure**

- 4.1 The Company shall have the right to change the Cabin Crew's Status (including but not limited to designation and/or reporting structure), subject to the Cabin Crew's qualifications and/or performance standards and the Cabin Crew agrees that such change in Status may result in an upgrade or a downgrade in his/ her Status.

RAKESH PRASAD



- 4.2 The Cabin Crew agrees and acknowledges that in the event his/her change of Status results in an upgrade, the Company shall have the right to increase the Cabin Crew's emoluments or remuneration as set forth in this Agreement.
- 4.3 The Cabin Crew further agrees and acknowledges that in the event his/her change of Status results in a downgrade, the Company shall have the right to reduce the Cabin Crew's emoluments or remuneration as set forth in this Agreement.

## 5. **Compensation and Taxes**

- 5.1 With effect from the Effective Date, subject to the Cabin Crew remaining a Cabin Crew in Good Standing and the provisions of this Agreement, the Cabin Crew shall be entitled to the remuneration and statutory benefits as set forth in **Schedule 1** to this Agreement. **Schedule 1** to this Agreement also sets forth different categories of such remuneration and statutory benefits, and the conditions or terms of such remuneration and statutory benefits, if any. Upon re-designation of the Cabin Crew from Cabin Attendant (Grade TRG) to a Cabin Attendant upon successful completion of training, subject to the Cabin Crew remaining a Cabin Crew in Good Standing and the provisions of this Agreement, the Cabin Crew shall be entitled to the remuneration and statutory benefits as set forth in **Schedule 2** to this Agreement. **Schedule 2** to this Agreement also sets forth different categories of such remuneration and statutory benefits, and the conditions or terms of such remuneration and statutory benefits, if any.
- 5.2 In addition to the remuneration set forth in **Schedule 1** or **Schedule 2**, as the case may be, the Cabin Crew shall be eligible to participate in a performance pay or bonus programme (“**ATR Performance Bonus Programme**”) of the Company. In terms of the ATR Performance Bonus Programme, in the event that the operations of the Company meet or exceed certain financial and/or operational targets for a given financial year, the Company, at its discretion, may make a bonus payment to the Cabin Crew up to a maximum of five per cent (5%), of the sum of the Basic Pay, House Rent Allowance, Base Flying Pay, Special Allowance and the Uniform Allowance of the Cabin Crew, in such instalments and periodicity as determined by the Company.
- 5.3 All payments made to the Cabin Crew by the Company shall be subject to withholding of taxes as applicable under the laws of India. The Cabin Crew shall be liable for any and all applicable taxes arising out of payments made by the Company to the Cabin Crew. It is hereby clarified that as per the provisions of the Income-tax Act, 1961 (as amended from time to time), it shall be the Cabin Crew's obligation to furnish to the Company, a true and correct copy of his/her Indian Permanent Account Number (“**PAN**”) card issued by the Income-tax authorities, in order to enable the Company to release payments to the Cabin Crew pursuant to this Agreement, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income-tax Act, 1961 (as amended from time to time), due to the non-availability of such PAN. The Cabin Crew shall be solely responsible for the authenticity and validity of the PAN card details furnished to the Company and shall at all times keep the Company indemnified in this regard.



**6. Leaves and Days Off**

- 6.1 During the term of this Agreement the Cabin Crew shall be provided with leaves (including sick leaves)in accordance with the applicable Company policies.
- 6.2 The Cabin Crew shall be entitled to such number of days off/rest period in a month, as prescribed by applicable law/regulations.

RAKESH PRASAD



6.3 Long Term Disability/ Illness

The Company, in its discretion, may grant the Cabin Crew extended leave on account of illness for any period up to a maximum of one hundred eighty (180) days (“**Long Term Leave Period**”) during the term of this Agreement, in accordance with the applicable policies of the Company.

7. Representations and Warranties

The Cabin Crew hereby represents and warrants to the Company that (a) all representations, information and documents relating to, *inter alia*, the Cabin Crew’s licenses, testimonials and certificates of academic qualification and professional accreditations regarding past employments, made or furnished by the Cabin Crew to the Company is or will be true and correct; (b) he/she is not subject to or party to any covenants, agreements, restriction or proceeding arising out of the Cabin Crew’s prior employment or independent contractor relationships which would be breached or violated by the acceptance by the Cabin Crew of the appointment or performance of the Cabin Crew’s duties hereunder; (c) there are no suits or legal proceedings or administrative actions or disciplinary proceedings of any nature whatsoever, pending or threatened against the Cabin Crew and the Cabin Crew is not bound by or subject to any court order or any other disability of any nature which may, in any way, restrict or prohibit the Cabin Crew from accepting or continuing with this appointment or from performing his/her duties or providing services on the terms and conditions contained herein.

8. Confidentiality

8.1 The Cabin Crew acknowledges and agrees that during the Cabin Crew’s employment with the Company, the Cabin Crew may be provided with or come in contact with or create certain Proprietary and Confidential Information. The term “**Proprietary and Confidential Information**” shall mean written, oral, documentary, visual or other information, including but not limited to drawings, formulas, processes, specifications, photographs, documents, breadboards, samples, models, machines, tools, software/hardware, machine-readable media of any kind and other information submitted hereunder, including business information, customer lists and details, customer information, business strategy, know-how, trade secrets, business strategy etc. of Company and/ or any of its holding company(ies), subsidiaries, affiliates, customers, officers, employees, directors, consultants and / or advisors, including which is marked proprietary, confidential, or the equivalent, or which the Company indicates in writing or verbally at the time of transmittal to, or any information that anyone receiving such information including the Cabin Crew, may reasonably consider as proprietary, confidential or the equivalent. Proprietary and Confidential Information also includes notes, extracts, analyses or materials prepared by the Company and/ or any of its holding company(ies), subsidiaries, affiliates, customers, officers, employees, directors, consultants and / or advisors that is in possession of the Company, which are copies of or derivative works of any Proprietary and Confidential Information, or from which the substance of the Proprietary and Confidential Information can be inferred or otherwise understood.

- 8.2 Information shall not be deemed Proprietary and Confidential Information and the Cabin Crew shall have no obligation with respect to any such information, if the Cabin Crew can prove by written records: (i) that it was already known to the Cabin Crew, prior to its receipt from the Company, without any obligation to maintain confidentiality, from a source other than the Company; (ii) is or hereafter becomes publicly known through no wrongful act, fault or negligence of the Cabin Crew; (iii) is received by the Cabin Crew without restriction and without breach of this Agreement, from a third party entitled to so disclose it; (iv) is approved for release by written authorization of the Company; (v) is independently developed by the Cabin Crew without, either directly or indirectly, any access to, or knowledge of, such Proprietary and Confidential Information; or (vi) is required to be disclosed to comply with applicable law or any order of a judicial and /or regulatory authority of competent jurisdiction. If the Cabin Crew is required to



disclose any such Proprietary and Confidential Information in such a manner, the Cabin Crew shall immediately notify the Company of such a requirement prior to such disclosure, to the extent possible.

- 8.3 The Cabin Crew shall use, disclose and/or make copies of the Proprietary and Confidential Information received, at any time, solely in respect of the Cabin Crew's duties as part of the Cabin Crew's employment and association with Company. The Cabin Crew shall, upon the termination of this Agreement or at the request of Company, at any time, promptly return to the Company, all tangible forms of the Proprietary and Confidential Information, including any and all copies and partial copies thereof, whether machine readable or otherwise. The Cabin Crew shall ensure full confidentiality of Proprietary and Confidential Information at all times during or after cessation of the Cabin Crew's employment.
- 8.4 The Cabin Crew agrees that as a part of maintaining its employment records and for operational reasons, the Company shall store personal information pertaining to the Cabin Crew, in its database and the Cabin Crew shall have no objection to such storage. The Cabin Crew agrees that the Company shall, at all times (including after the cessation of the Cabin Crew's employment with the Company), have the right to retain and/or display any photos, images and/or videos of the Cabin Crew taken by the Company or made available by the Cabin Crew to the Company, for the purpose of the Company's promotional activities.
- 8.5 The Cabin Crew acknowledges and agrees that damages suffered by Company or any of its holding company(ies), subsidiaries, affiliates and / or customers, shall be difficult to ascertain and inadequate to completely compensate or remedy the damages suffered, in the event of breach of any of the contents of this Agreement by the Cabin Crew, and the Cabin Crew agrees that Company either for itself or for its holding company(ies), subsidiaries, affiliates and / or customers shall be free to seek any remedy under law including any temporary or permanent injunction and / or specific performance in order to protect its rights hereunder, without limiting any other rights and remedies that Company may have.

**9. Non-Solicitation**

- 9.1 The Cabin Crew shall not, at any time, during the term of his/her employment with the Company or thereafter, and under any circumstances, directly, indirectly or in any other manner solicit the Company's and/ or any of its subsidiaries' and / or affiliates' personnel to leave the employment of the Company and/ or any of its subsidiaries and / or affiliates or apply for employment with any third party or encourage such personnel of the Company. The Cabin Crew further agrees that he/she shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business/activities/services of the Company, or with those customers of the Company with whom the Cabin Crew has had any contact, during his/her employment with the Company.
- 9.2 Any failure by the Cabin Crew to comply with the obligations set forth in Clause 9.1 of this Agreement shall be deemed to be a material breach of this Agreement and shall result in irreparable loss, damage and injury to the Company.

**10. Other Terms**10.1 Contact Information

The Cabin Crew shall at all times keep the Company informed of his / her current postal address, email address, residence telephone number and mobile telephone number, in writing. Any communication sent to the Cabin Crew by the Company to the most recent contact information in the Company's files at the time the communication was sent will be deemed to have been duly served by the Company to the CabinCrew.

10.2 Manuals

RAKESH PRASAD



The Company shall provide the Cabin Crew with all prescribed manuals and documents required for the performance of his / her duties, whether in physical form or electronically including for purchase by the Cabin Crew. The Company may update its manuals and documents from time to time. The Cabin Crew shall be responsible for keeping track of, acknowledging, reading, understanding and following such updates. Manuals shall remain the property of the Company and shall be returned to the Company immediately upon the cessation of the Cabin Crew's employment with the Company. The Cabin Crew acknowledges that all manuals are security items and if lost, the Cabin Crew shall immediately report such an incident to his/ her reporting manager.

10.3 Transportation

For the purposes of carrying out his/her flying duties, the Company will provide the Cabin Crew with transportation to and from the airport, either by providing the Cabin Crew a taxi allowance, or by providing Company-paid pick-up and drop-off service, depending on the Cabin Crew's location, subject to the Company's applicable policies.

10.4 Duty Travel

The Company will arrange the Cabin Crew's travel while on duty on its own flights, but may use the services of another carrier to ensure operational reliability. If another carrier's services are used, the Company shall pay the Cabin Crew's airfare and will determine the carrier and class of service to be used. The Company will provide the Cabin Crew with suitable accommodation consisting of bed, breakfast and an allowance to cover meals and incidentals, at a rate to be determined by the Company that is appropriate for the location, wherever applicable. The Company's choice of carrier, class of service, hotel accommodation and out-of-pocket allowances may be updated from time to time as determined by the Company.

10.5 Personal Travel

The Cabin Crew and his/her spouse and dependents will be eligible for personal travel on Company flights in accordance with the Company's Staff Leisure Travel Policy.

10.6 Meals on Board

The Company will provide the Cabin Crew with light meals or snacks on board during his/her duty.

10.7 Training

- (a) Depending upon the Cabin Crew's prior work experience, at the time of joining the employment of the Company or prior to commencement of the Cabin Crew's duties with the Company, as the case may be, the Cabin Crew may be required to undergo specialized training(s) / skill and / or knowledge enhancement

/ developmental program to enable him/her to effectively discharge his/her responsibilities. In such cases the Company may propose that an agreement, in a form and manner acceptable to the Company, be entered into between the Cabin Crew and the Company. Such agreement shall primarily intend to offset the expenses incurred by the Company towards the Cabin Crew's specialized training / skill and / or knowledge enhancement. In the event that such agreement is executed between the Cabin Crew and the Company, such agreement shall form an integral part of this Agreement and the Cabin Crew shall always be bound by the terms of such agreement. In the event of any conflict in respect of any provisions between the contents of this Agreement and such agreement, the provisions of such agreement shall take precedence.



- (b) *Proficiency post Training.* Upon completion of the aforesaid training, the Cabin Crew will be released for flying duties subject to achieving a minimum score required by the Company or the relevant governmental authority, and as communicated to the Cabin Crew.

#### 10.8 Insurance

- (a) The Company will contract with a third party insurer and will pay the necessary premium(s) in order to provide the insurance benefits to the Cabin Crew set forth in this Clause 10.8. Any claim on the policies listed herein will be made by the Cabin Crew against the insurer, and the Company shall not be responsible for issues related to claims management, disputes over appropriate documentation, or litigation with the insurer for denial of any claim for any reason whatsoever.
- (i) *Medical Insurance:* The Company will provide medical insurance coverage to the Cabin Crew and his/her dependents (spouse and two (2) children) in the event of hospitalization due to disease / injury. The Company will bear the cost of the insurance coverage. The insurance policy will be a standard 'Family Floater Policy' available generally among reputed third-party insurers, with a coverage limit of Rupees Two Lakhs Only (Rs. 2,00,000/-) per year, or as may be the relevant coverage amount as amended by the Company from time to time. In addition, the Cabin Crew shall have the right to extend coverage to include his / her dependent parents, or increase the coverage amount for the Cabin Crew or his/her dependents (spouse and two (2) children), by paying 100% of any additional premiums incurred to do so as per the rates negotiated by the Company with the insurance company.
- (ii) *Aircraft Accident.* If the Cabin Crew suffers injury / death in the unlikely event of an aircraft accident, compensation to the Cabin Crew or next of kin, as the case may be, will be paid as per the provisions of applicable law and as covered under the comprehensive insurance policy for the aircraft.
- (iii) *Other Insurance Benefits:* Other insurance benefits (if any) shall be applicable to the Cabin Crew as per prevailing company policies.

#### 11. Term, Termination and Suspension

##### 11.1 Term

This Agreement shall continue in full force and effect for a period of three (3) years from the date of execution of this Agreement unless terminated earlier in accordance with the terms herein. The Company may extend the term of the Cabin Crew's employment at its sole discretion.

##### 11.2 Termination for Cause



Notwithstanding anything to the contrary herein, this Agreement shall terminate in accordance with the provisions set forth in this Clause 11.2, upon the occurrence of any of the following:

- (a) *Death*: Automatically on the date of death of the Cabin Crew.
- (b) *Long Term Disability/Illness*: Where the Company has, in its discretion, granted the Cabin Crew leave on account of long term disability/illness pursuant to Clause 6.3, if the Cabin Crew is unable to perform her duties as required by the Company from time to time for a single period, or combination of periods, which in aggregate exceed the Long Term Leave Period. Provided however that termination in such instance shall be effective only after the expiry of the Long Term Leave Period.



- (c) *Material Breach:* By a notice in writing issued by the Company to the Cabin Crew upon a breach by the Cabin Crew of the provisions of this Agreement or any other agreement executed by the Company and Cabin Crew, or breach of any of the Company's policies and/or circulars and/or written communications and/or rules and/or guidelines of hotels and/or guest houses or such other places where Cabin Crew would be required to be present as a part of his/her duties.
- (d) *Failure to comply with laws in all jurisdictions:* By a notice in writing by the Company to the Cabin Crew if the Cabin Crew has failed to comply and/or has breached any applicable laws of any jurisdiction due to which the Cabin Crew is or may be unable to perform his/her duties or obligations under this Agreement, in any jurisdiction including India and/or if any criminal investigation or proceedings are initiated against the Cabin Crew in any jurisdiction.
- (e) *Incompetence or Negligence:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew, based upon an investigation conducted by the Company, is found to be guilty of incompetence or negligence in the performance of his / her duties.
- (f) *Unsatisfactory Work Conduct:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew, based upon an investigation conducted by the Company, is found to have exhibited work conduct that is, in the opinion of the Company, unsatisfactory, including but not limited to acts of insubordination, dishonesty, insobriety, theft, intimidation, sexual harassment, ethical infractions, acts or omissions that are detrimental to the reputation and /or business interests of the Company or other behaviour prohibited by Company policy.
- (g) *Failure to successfully complete trainings assigned by the Company:* By a notice in writing issued by the Company to the Cabin Crew, in case the Cabin Crew fails to attend, undergo, clear or successfully complete the Company's internal assessment training and/or fails to clear any re-examination to the satisfaction of the Company.
- (h) *Alcohol or Substance Abuse:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew is found to have consumed alcohol or other prohibited substances during duty or within proscribed timeframes prior to a duty period in contravention of policies or requirements of the DGCA or the Company and/or any applicable rules of any relevant aviation supervisory and/or regulatory authority.
- (i) *Failure to Undergo Preventive Treatment:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew refuses or fails to undergo any inoculation, vaccination, medical tests or other preventive treatment or medical investigation directed to be taken by the Company, and as a result becomes sick, disabled or unable to properly perform his/her duties.
- (j) *Illegal Activity:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew is found guilty of violating any law or applicable rules or regulations, including but not limited to directions of the DGCA, with respect to the performance of his / her duties.
- (k) *Failure to Retain Licenses or Permits:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew fails to obtain or retain any of the permits, licenses or approvals

which are necessary for the Cabin Crew to perform his/her duties pursuant to this Agreement.

- (1) *Unprofessional Interaction with Customers or other employees:* By a notice in writing issued by the Company to the Cabin Crew if the Cabin Crew, based on an investigation conducted by the Company, is found guilty of unprofessional interaction with customers, service providers of the Company, other employees of the Company or the general public.



### 11.3 Termination without Cause

Subject at all times to applicable law, the Company may terminate the Cabin Crew's employment for any reason, by issuing a written notice of at least thirty (30) days prior to the date of termination or, at the discretion of the Company, by making payment in lieu of such notice.

### 11.4 Resignation

(a) If the Cabin Crew desires to resign from the services of the Company, the following provisions shall apply:

- (i) If the Cabin Crew is a Cabin Attendant (Grade TRG) or a Cabin Attendant - the Cabin Crew shall provide the Company with a minimum prior written notice of one (1) month.
- (ii) If the Cabin Crew is a Lead Cabin Attendant or a Check Cabin Attendant: the Cabin Crew shall provide the Company with a minimum notice period of three (3) months.

(b) The Cabin Crew shall continue to serve the Company during his/her notice period unless such notice period is waived off or reduced in writing by the Company. The Cabin Crew hereby agrees and acknowledges that the Company shall, at its sole discretion, determine whether the Cabin Crew shall be required to serve the entire notice period or be relieved from employment earlier, provided that the Cabin Crew shall be required to make a payment to the Company in lieu of the remainder of the said notice period not served by the Cabin Crew. In the event the Company waives off or reduces such notice period, the Company shall not be obliged to pay the Cabin Crew any compensation beyond the date of the Cabin Crew's cessation of duty. If the Cabin Crew chooses to resign from the services of the Company instead of undergoing an investigation pursuant to Clause 11.2 of this Agreement, the Company shall have the right to refuse such resignation until such time that the investigation is completed. This Agreement shall terminate automatically on the last working day of the Cabin Crew pursuant to the Cabin Crew's resignation in accordance with this Clause 11.4.

### 11.5 Suspension

Notwithstanding anything to the contrary contained herein, if the Cabin Crew's employment with the Company is liable to be terminated pursuant to Clause 11.2 of this Agreement, the Company may, in its sole discretion, determine that the Cabin Crew be suspended from duty, either with pay or without pay, with or without benefits, as a Cabin Crew in Good Standing or not, and/or as a Cabin Crew Available to Fly or not and for such time as the Company deems fit.

## 12. Governing Law and Dispute Resolution

This Agreement shall be governed by the laws of India and any disputes between the Parties shall be subject to the jurisdiction of the courts in New Delhi.

**12 A. Full and Final Settlement**

Subject to any deductions to be made by the Company on account of any losses attributable to the CabinCrew, and only upon:

- (i) payment of any applicable amounts to be made by the Cabin Crew to the  
RAKESH PRASAD  
Company, and



(ii) the Cabin Crew obtaining successful clearances from all the relevant departments of the Company,

the full and final settlement of any outstanding and undisputed amounts due to the Cabin Crew shall be initiated by the Company after the date of cessation of the Cabin Crew's employment with the Company.

### 13. **Miscellaneous**

#### 13.1 **Further Assurances**

The Parties will, from time to time, execute and deliver all such further documents and do all acts and things as the other Party may reasonably require to effectively carry on the full intent and meaning of this Agreement.

#### 13.2 **Amendments**

No modification or amendment to this Agreement and no waiver of any of the terms or conditions hereof will be valid or binding unless made in writing and duly executed by or on behalf of the Parties.

#### 13.3 **Assignment**

This Agreement and the rights and liabilities hereunder will bind and inure to the benefit of the respective successors of the Parties hereto. The Parties will not assign or transfer any of their rights and liabilities hereunder to any other Person without the prior written consent of the other Parties, provided that the Company shall have the right to assign its rights and obligations under this Agreement to its affiliates and/or group companies.

#### 13.4 **Specific Performance**

The Cabin Crew agrees that damages may not be an adequate remedy for the Company upon a breach by the Cabin Crew of his/her obligations under this Agreement and the Company shall be entitled to an injunction; restraining order; right for recovery; suit for specific performance; or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain the Cabin Crew from committing any violation, or enforce the performance of the covenants, representations and obligations contained in this Agreement. These injunctive remedies are cumulative and are in addition to any other rights and remedies the Company may have at law or in equity, including without limitation a right for damages.

#### 13.5 **Severability**

Each obligation under this Agreement will be treated as a separate obligation and will be

severally enforceable as such in the event of any obligation or obligations being or becoming unenforceable in whole or in part. If any provision of this Agreement or the application thereof to any Party or circumstance will be invalid or unenforceable to any extent for any reason including by reason of applicable law, the remainder of this Agreement will not be affected thereby.

13.6 Cost and Expenses

Each of the Parties hereto will pay their own costs and expenses relating to the negotiation, preparation and execution of this Agreement and all other documents related to the transaction.



13.7 Entire Agreement

This Agreement constitute the entire agreement of the Parties relating to the subject matter hereof and supersedes all documents including any offer letters issued to the Cabin Crew by the Company prior to the execution of this Agreement.

13.8 Counterparts

This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be an original, and all such counterparts taken together will be deemed to constitute one and the same instrument.

13.9 No Partnership

Nothing in this Agreement will be deemed to constitute a partnership between the Parties or constitute any Party as the agent of any other Party for any purpose or entitle any Party to commit or bind any other Party in any manner or give rise to fiduciary duties by one Party in favour of the other.

**IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED THEIR RESPECTIVE DULY AUTHORISED REPRESENTATIVES TO EXECUTE THIS AGREEMENT AS OF THE DATE AND YEAR FIRST ABOVE WRITTEN**

Signed and delivered by  
**INTERGLOBE AVIATION LIMITED**

  
\_\_\_\_\_  
**Rakesh Prasad**  
**Director - HR (Inflight Services)**

Signed and delivered by **Ayushi Tiwari**

\_\_\_\_\_



**Schedule 1 - Total Rewards Statement - Cabin Attendant (Grade Tr)**

Name: Ayushi Tiwari  
Department: Inflight Services

	S. No.	Category	Amount	Frequency	Conditions
<b>Basic &amp; Allowances (A)</b>	A1	<b>Basic Pay</b>	4,000	Monthly	If the Cabin Crew is a Cabin Crew in Good Standing in a Calendar Month, provided that Basic Pay for partial Calendar Months will be prorated to the nearest day.
	A2	<b>House Rent Allowance (HRA)</b>	2,000	Monthly	If the Cabin Crew is a Cabin Crew in Good Standing in a Calendar Month, provided that House Rent Allowance for partial Calendar Months will be prorated to the nearest day.
	A3	<b>Special Allowance</b>	7,520	Monthly	If the Cabin Crew is a Cabin Crew in Good Standing, provided that Special Allowance for partial Calendar Months will be prorated to the nearest day.
	A4	<b>Uniform Allowance</b>	1,500	Monthly	If the Cabin Crew is a Cabin Crew in Good Standing in a Calendar Month, provided that Uniform Allowance for partial Calendar Months will be prorated to the nearest day.
<b>P</b>		<b>Monthly Gross Salary</b>	<b>15,020</b>	Monthly	
<b>Retirals (C)</b>	C1	<b>Provident Fund (Company Contribution)</b>	1,562	Monthly	In accordance with the Provident Fund and Miscellaneous Provisions Act 1952
	C2	<b>Gratuity</b>	192	As applicable	Gratuity is applicable as per the payment of gratuity act. Payable on separation post completion of 5 yrs. of continuous service.
<b>Variable Pay (D)</b>	D	<b>Crew Bonus</b>	751	Annual	It is as per the agreement, depending on Company profitability
<b>Other Benefits (E)</b>	E1	<b>Mediclaim Insurance</b>	3,090	Annual	This is an average insurance premium amount contributed by the company for a coverage amount of INR 2,00,000, for employee and family members (spouse & kids). If the employee wants to cover his/her parents, the cost of the premium will be borne by the employee.
	E2	<b>Life Insurance</b>	1,880	Annual	This is an average insurance premium amount contributed by the company at this band.



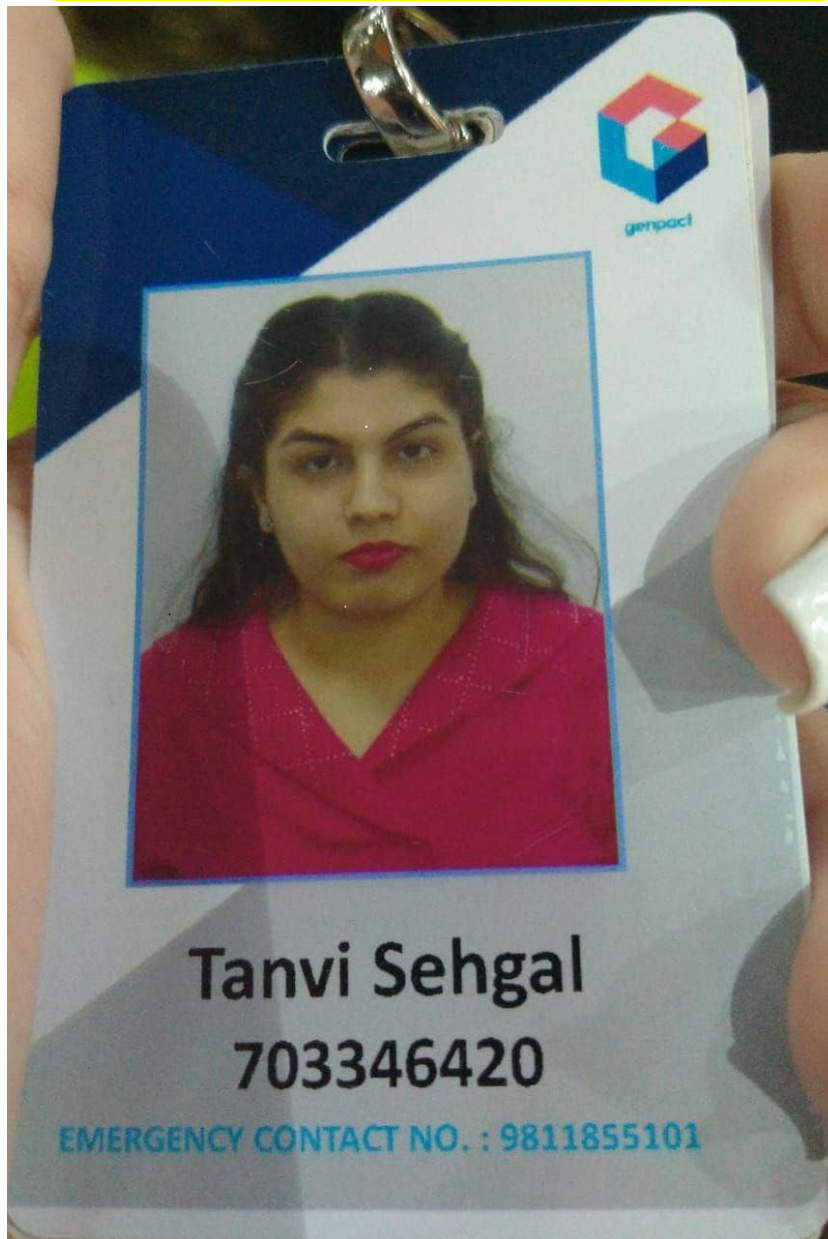
**Schedule II - Total Rewards Statement – Cabin Attendant (Year 1)**

Name: Ayushi Tiwari  
Department: Inflight Services

Compensation					
	S.No	Components of Compensation	Monthly (INR)	Frequency of Payment	Descriptions (if any)
(A)	A1	Basic	8,000	Monthly	The Cabin Crew should be Available to Fly in a Calendar Month, provided that Basic Pay for partial Calendar Months will be prorated to the nearest day.
	A2	House Rent Allowance (HRA)	4,000		If the Cabin Crew is a Cabin Crew in Good Standing in a Calendar Month, provided that House Rent Allowance for partial Calendar Months will be prorated to the nearest day.
	A3	Special Allowance	2,800		If the Cabin Crew is a Cabin Crew in Good Standing, provided that Special Allowance for partial Calendar Months will be prorated to the nearest day.
	A4	Uniform Allowance	1,500		If the Cabin Crew is a Cabin Crew in Good Standing in a Calendar Month, provided that Uniform Allowance for partial Calendar Months will be prorated to the nearest day.
	A5	Base Flying Pay	10,700		If the Cabin Crew is a Cabin Crew in Good Standing for an entire Calendar Month, and not temporarily medically unfit as per applicable Company policies, he/she will be entitled to 50:00 hours of pay at his/her applicable hourly rate of pay set out herein, provided that Base Flying Pay for partial Calendar Months will be reduced at the amount of three hours and thirty minutes (3:30) for each day that the Cabin Crew is not Available to Fly.
(A)	Q	<b>Monthly Gross Salary</b>	<b>27,000</b>	<b>Monthly</b>	
(B)	B1	Provident Fund (Company Contribution)	1,800	Monthly	In accordance with the Provident Fund and Miscellaneous Provisions Act 1952.
	B2	Gratuity	385		Gratuity is applicable as per the payment of gratuity act. Payable on separation post completion of 5 yrs. of continuous service.
	B3	Crew Bonus	1,350	Annual	It is as per the agreement, depending on Company profitability
(Q + B)	R	<b>Cost to Company (CTC)</b>	<b>30,535</b>		All increments / Salary changes calculations will be basis CTC.



3. Tanvi Sehgal from BA (P) FT got Placement in Genpact



4. Yugmita Kesh from B.Com (Hons.) got Employment offer as Marketing Executive from Data Trained Education Private Limited



## Employment Offer Letter

Dear Yugmita,

**Congratulations!** We are pleased to confirm that you have been selected to work for Data Trained Education Pvt. Ltd.

We are delighted to make you the following job offer.

The position we are offering you is that of "**Marketing Executive**" and you will be reporting to the **Designated Manager**.

The compensation and other benefits that you would be entitled to are stated in the enclosure to this letter. Details of the terms and conditions of offer are as under:

1. You will be designated as a **Marketing Executive** and will be based at our NOIDA Office.  
(Address: B-13 (1st Floor), Sector-2, Noida. UP.)
2. Your date of commencement of employment will be **June 6, 2023**.
3. You will be entitled to a CTC (Cost to Company) of **INR 3,36,000**. The breakup of the CTC can be found in the enclosed **Annexure A**.
4. You will be on probation for a period of 3 months from the date of joining.
5. Your employment would be subject to the Terms & Conditions as explained to you and mentioned in your offer letter, which will be issued to you on completion of probation.
6. Travel allowance is subject to management approval and will be paid as per actual with a capping of **INR 3000 / Month**.
7. You will not be entitled to monetary benefits if you resign within a period of 1 month from your date of joining.
8. You need to upload all the documents as listed in **Annexure B**, before your date of joining. (Joining form link is shared in the email)

The Offer of employment is subject to Verification of the documents/references submitted by you to the



## 5. Shruti Pathak

5/15/22, 9:29 PM

Gmail - Fwd: Wipro Letter of Intent



Vishakha Jain <vishakha.j1@gmail.com>

### Fwd: Wipro Letter of Intent

1 message

shruti pathak <pathakshruti0616@gmail.com>  
To: vishakha goyal <vishakha.j1@gmail.com>

Sun, May 15, 2022 at 5:51 PM

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

From: **Ramit BEDI** <wipro+email+44buu-112703ed86@talent.icims.com>  
Date: Wed, May 11, 2022, 7:06 PM  
Subject: Wipro Letter of Intent  
To: <pathakshruti0616@gmail.com>



Dear **Shruti Pathak**,

With reference to the Interviews you had with us, it gives us great pleasure to inform you that we have found you suitable for an opportunity with Wipro Limited. You shall be designated as a **Customer service representative** under the Wipro DDP stream and will form a part of the **Career Band AA** in the organization. Please note that your selection for the aforesaid role would be subject to fulfillment of the following terms & conditions:

- 1. Background Verification** - The offer for employment shall also be subject to verification of your credentials, testimonials, educational qualifications and other particulars mentioned by you in your application. Wipro HR Services India Private Limited, either through itself or any third party duly authorized by it, may carry out your background verification process.
- 2. Educational Qualifications** - Your completing graduation degree in 2022 and your submitting documents in proof of such completion to the satisfaction of Wipro HR Services India Pvt. Ltd.

Upon your successful completion of the above mentioned terms and conditions Wipro HR Services India Pvt. Ltd., at its sole discretion, may proceed to make an offer of employment in respect of the referred position. If selected, your total cost to company would be approximately **Indian Rupee 308000 per annum**.

Please note that the total cost to company is non-negotiable and may be subject to change at the sole discretion of the company. You are required to keep this information as confidential and not to share it with any third party without Wipro HR Services India Pvt. Ltd.'s prior written consent.

This email should not be deemed to be an offer of employment or any promise or commitment of offer of employment by Wipro HR Services India Pvt. Ltd.

<https://mail.google.com/mail/u/0/?ik=2c68af5d3&view=pt&search=all&permthd=thread-f%3A1732894850055306918&simpl=msg-f%3A17328948...> 1/2

विश्व कौलेज दिल्ली विश्व