



IQBAL MEMORIAL TRUST'S GROUP OF INSTITUTIONS
IQBAL INSTITUTE OF TECHNOLOGY AND MANAGEMENT

Laloo Sheeshgumbagh Hyderabad Srinagar Kmr.

Phone No: 0194 - 2442570 Fax: 0194 - 2442570 Email: iitm_imit@yahoo.co.in

Student Declaration form for placement

I hereby undertake with full conscience that i have been placed by Iqbal Institute Of Technology and Management Training and placement cell, during campus drive held on 21/07/2022.



1. Student Name: UZAIN LATIEF.

2. Contact Number: 9149633262.

3. Parent Mobile/Landline No. 9906662373.

4. Email Id: Uzainlatief@gmail.com.

5. Adhar No. 762949722986.

6. Passport no. _____

7. Qualification: Graduate.

8. Institute: IITM.

9. Year/Session: 2018 - 2021.

10. Organization name: Extra Marks Pvt. Ltd.

11. Position Selected for: Business Development Executive.

12. Package: 6 LPA (4.20L fixed) (1.80L variable).

13. Branch: BBA.

Uzain Latief
Signature of student

Arshad Ahmad
(Training and placement officer)

DATE: 27.07.2022

Mir Zaffar Hussain
Principal
Iqbal Institute of Technology & Management Srinagar
27.07.2022



Date: 26th July, 2022

Dear Uznain,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

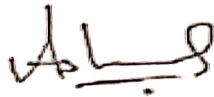
During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.

EXTRA MARKS

You agree, acknowledge, and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 01-Aug-2022.

Accepted




4074, Block A, Sector-106, Gurgaon, Haryana - 122004, Country India.
www.institutetechmanagementstudies.com



Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
2. Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
3. Copy of Graduation Certificate
4. Aadhar Card
5. PAN Card
6. Form 11 & Form 2
7. Bank Account Details
8. Clearance from the previous employer
9. Passport size Photograph (in .jpeg)
10. Last Payslip received from the previous employer
11. Address Proof
12. Reference sheet form
13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjEwNzA5ODQ=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.





Student Declaration form for placement

I hereby undertake with full conscience that I have been placed by Iqbal Institute Of Technology and Management Training and placement cell, during campus drive held on 27/07/2022.



1. Student Name: Mehran Shauk

2. Contact Number: 7006966725

3. Parent Mobile/Landline No: 9682113133

4. Email Id: Mehranshauk@gmail.com

5. Adhar No: 5949 6680 4905

6. Passport no: graduate

7. Qualification: graduate

8. Institute: IITM

9. Year/Session: 2018-2021

10. Organization name: Extra Marks P.V.T.L.T.O.

11. Position Selected for: Business Development executive

12. Package: Final 4.2 LPA Variable 1.8 LPA

13. Branch: BBA

Signature of Student

Arshad Ahmad
(Training and placement officer)



DATE: 27.07.2022

Date: 26th July, 2022

Dear Uzma,

Subject : Offer letter of employment as Business Development Executive.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your cost to company (CTC) will be Rs. 420,000 (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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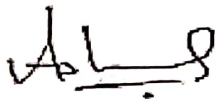
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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 01-Aug-2022.

Accepted

A958, Block A, Sector-136, Noida, U.P. - 201304, Country India.
info@extramarks.com



Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
2. Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
3. Copy of Graduation Certificate
4. Aadhar Card
5. PAN Card
6. Form 11 & Form 2
7. Bank Account Details
8. Clearance from the previous employer
9. Passport size Photograph (in .jpeg)
10. Last Pay Slip received from the previous employer
11. Address Proof
12. Reference sheet form
13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refid/NTI5ODIOMDE=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



Date: 26th July, 2022

Dear Sameer,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be Rs. 420,000 (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and Kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 01-Aug-2022.

Accepted

A95B, Block A, Sector-136, Noida, U. P. - 201304, Country: India,
E-mail: info@extramarks.com



Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
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9. Passport size Photograph (in .jpeg)
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11. Address Proof
12. Reference sheet form
13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/NjY2NTcyNzc=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



**EXTRA
MARKS**

Date: 26th July, 2022

Dear Muteeb,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 500,004** (Rupees Five Lakh Four Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	250,008	20,834
HRA	125,004	10,417
Special Allowances	82,572	6,881
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	20,820	1,735
Total CTC Per Annum	500,004	41,667

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 01-Aug-2022.

Accepted

A95B, Block A, Sector-136, Noida, U. P. - 201304, Country: India.
Email: info@extramarks.com



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You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.





Date: 26th July, 2022

Dear Mehran,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be Rs. **420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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A95B, Block A, Sector-136, Noida, U. P - 201304, Country: India.
E-mail: info@extramarks.com



EXTRA MARKS

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Aug-2022**.

Accepted

A95B, Block A, Sector-136, Noida, U.P. - 201304, Country: India.
Email: info@extramarks.com



Annexure - Pre-Joining Documentation

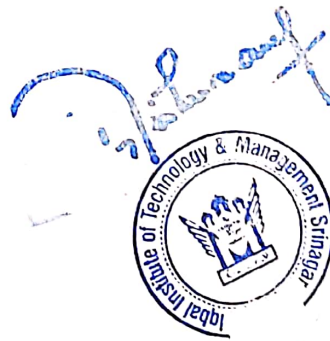
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You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



Date: 26th July, 2022

Dear Azhar,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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Date: 26th July, 2022

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Sincerely,



HR Department

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Accepted

A95B, Block A, Sector-138, Noida, U. P. - 201304, Country India.
Email: info@extramarks.com



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You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



Date: 26th July, 2022

Dear Moomin Bilal,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 500,004** (Rupees Five Lakh Four Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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Basic Salary	250,008	20,834
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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

A handwritten signature in black ink, appearing to be "A. L. S.", written over a horizontal line.

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 01-Aug-2022.

Accepted

A952, Block A, Sector-135, Noida, U.P. - 201304, Country India
Email: info@extramarks.com



Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
2. Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
3. Copy of Graduation Certificate
4. Aadhar Card
5. PAN Card
6. Form 11 & Form 2
7. Bank Account Details
8. Clearance from the previous employer
9. Passport size Photograph (in .jpeg)
10. Last Payslip received from the previous employer
11. Address Proof
12. Reference sheet form
13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MTUwODIwMTg=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



Date: 26th July, 2022

Dear Sajid,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and Kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.

EXTRA MARKS

You agree, acknowledge, and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Aug-2022**.

Accepted

Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
2. Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
3. Copy of Graduation Certificate
4. Aadhar Card
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13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDI3MTEwNzY=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out in case of any doubts or queries.



Date: 26th July, 2022

Dear Sheikh,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **01-Aug-2022** at the office located at **Srinagar, Jammu and kashmir** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.



You agree, acknowledge, and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

A handwritten signature in black ink, appearing to be "A. L. S.", written over a horizontal line.

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Aug-2022**.

Accepted

A95B, Block A, Sector-136, Noida, U. P. - 201304, Country: India.
Email: info@extramarks.com



Annexure - Pre-Joining Documentation

Before your date of joining, kindly upload the below mentioned documents in the link given below -

1. Offer letter acceptance*
2. Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
3. Copy of Graduation Certificate
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13. Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/Nzk3NzE5Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance.

Please feel free to reach out incase of any doubts or queries.



OneBizStore

WordPress Developer Agreement

Date: 23rd March 2023

To: Najeeba Tassaduq

Web development, management and Daily Task Management for OneBizStore Technologies Pvt Ltd, the "Company"

Dear Najeeba,

I am writing on behalf of OneBizStore Technologies Pvt Ltd ("the Company") with registered office address 401, Arihant Pride, 5th Floor, Door No. 5-2-370/371 On Plot No C-81, Telangana 500003 to confirm your appointment as WordPress Developer in relation to carry out the web development activities and daily task management for OneDigiStore. Your engagement will commence on 27th March 2023 and shall continue until either party decides to terminate this agreement.

This letter sets out the terms on which you have been engaged by the Company in relation to the Project and the following conditions will apply during your engagement by the Company.

1. **Description of services:** During the period of your engagement under this Agreement you agree to perform the below services
 - Develop websites as per client requirements and design provided by the design team
 - Learn new technologies and implement them in projects
 - Provide consulting services in terms of platform selection and business logic development
 - Work on improving the overall web/mobile app development process
2. **Key Result Area (KRA):** (a) successfully complete the development, (b) ensure the activities are performed within the stipulated period, (c) do not incur additional third-party digital platform cost due to negligence, (d) help in cross-selling other development services to the clients, (e) help company grow by managing existing client relationship and onboard new clients
3. **Hours of work:** Your working hours would be 10:00 AM to 7 PM from Monday to Friday. Your remuneration takes into account the expectation that you may occasionally be required to work outside the specified hours in order to devote such time and attention to your duties as may be reasonably required.

OneBizStore Technologies Pvt Ltd
401, Arihant Pride, 5th Floor, Door No. 5-2-370/371 On Plot No C-81, Telangana 500003



OneBizStore

4. **Remuneration:** In consideration for rendering your services to the Company in relation to the Project the Company agrees to pay to you the sum of INR [REDACTED] 0 monthly.
5. **Duties:** You will efficiently and diligently perform such duties from time to time as may be reasonably assigned to you and to the best of your ability and ensure that the goodwill of the Company is maintained.
6. **Reporting:** Your direct report will be Mohammed Sabuwala. You will follow all the reporting channels online/offline which shall be briefed to you over joining
7. **Place of work:** The work mentioned in section 1 needs to be carried out from the office. At any given time the 'company' shall require you to relocate and the details of any such relocation will be based on mutually agreed terms. You are required to report to the office at least 2 working days in a working week and you can work remotely for the remainder of the week.
8. **Termination:** The Company shall have the right but not the obligation to terminate this Agreement by summary notice in writing to you if you are incapacitated from rendering the services hereunder on the days the Company requires the services hereunder or if you commit a material breach of any obligation set out in this Agreement or commit any act or omission which prejudices the production or exploitation of the Project or at any time by providing you with one [1] week's prior written notice. If this Agreement is terminated under paragraph 6, the Company's liability to you shall be limited to the payment of fees and expenses payable under this Agreement in respect of services provided by you up to the date of termination. You agree to serve a 45 days notice period which is non-negotiable under any circumstances and can't be governed by the buyout.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 3 months from the date of joining the Company, the Service Agreement amount of INR 70,000/- will be construed as a debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment for performance reasons.
9. **Expenses:** The work carried out under this agreement might require you to travel, thus any personal travel expenses incurred during the term of this agreement is reimbursable upon submission of valid expense proofs.
10. **Copyright:** You hereby assign to the Company with full title guarantee by way of present assignment of present and future copyright the entire copyright and all other rights whatsoever in the product of the services rendered by you under this Agreement in relation to the Project and any additional services rendered by you pursuant to this Agreement together with the copyright and all other rights in and to any material written or contributed by you relating to the Project throughout the universe for all purposes for all

OneBizStore

media whether now known or hereafter invented and for the full period of copyright and all renewals and extensions and you acknowledge that all rights in the product of your services and any other services rendered by you in relation to the Project shall belong to the Company absolutely. You also irrevocably waive all moral rights in and to the products of your services in relation to the Project and you acknowledge that the Company shall be free to use, change, edit and otherwise deal with the same as the Company thinks fit in the Company's absolute discretion. You irrevocably give all necessary consents under the Copyright Designs and Patents Act 1988 as may be required with regard to the recording and/or use of the product of your services for the production, use, and exploitation of the Project and any related promotional activities throughout the universe.

11. **Warranties:** You warrant that you are free to enter into this Agreement and assign to the Company the rights assigned to it under this Agreement. You also warrant that the services provided by you are and shall be original to you and that you are the sole author of the products of your services under this Agreement. You further warrant that the rights assigned by you under this Agreement have not been granted, transferred, or encumbered in any way and that you are free to assign to the Company the rights so assigned.

12. **Confidentiality and good faith:**

- a. The Company attaches great importance to confidentiality. Information acquired during the course of your duties in relation to the activities of the Company, its members, or its affiliates should at all times be treated as highly confidential. Confidential information shall include but is not limited to information relating to the business and affairs of the Company, its members, or its affiliates including but not limited to information held by way of client database, terms of business, information relating to business development, plans, and strategies, marketing plans and projects and financial and other information of both the Company, its members and their constituent members.
- b. Confidential information must be neither discussed outside work at any time nor disclosed to others nor are you allowed to otherwise make use of any other confidential information with which you have been entrusted or have gained in the course of your engagement. This applies during your services with the Company and for two (2) years after expiry or termination of this Agreement for whatever reason. You will also use your best endeavors to prevent the publication or disclosure of any such confidential information by any third party. Unauthorized disclosure of confidential information will be regarded as sufficiently serious to justify summary dismissal.
- c. You agree during the period of your engagement with the Company not to write for publication or comment in public about any aspect of the Company's business or the business of any of its members or their constituent members without the prior consent in writing of the Company.

OneBizStore

13. **Governing law:** This Agreement shall be governed by, and construed in accordance with, Indian law, and the courts of India shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Agreement.
14. **Leave Entitlement:** You will be entitled to an earned leave of 20 working days of leave per financial year which cannot be carried forward to another financial year. You are also entitled to 6 sick leaves per financial year which needs to be supported by providing a medical certificate.
15. **Use of Company Assets:** You need to be mindful that all equipment that you use, or have been issued to them to perform the jobs is owned by the company. It is your responsibility to care for and safeguard this company's property and equipment, keeping it in as close to as new condition as possible. Examples of company property include motor vehicles, furniture and fittings, computer and clinical equipment, mobile phones, and air cards.
16. **Company Requirements under loss/damage/theft:** It is your responsibility to notify the company within 48 hours of loss/damage/theft to the item(s), as to the occurrence and/or explanation thereto. If the item (s) have been stolen, the company also requires you to complete an Affidavit at their nearest Police Station within 48 hours from the estimated time of the theft and forward the original docket to the company.
17. **Consequences under gross negligence or employee theft:** The company may deduct from you, the cost of tools or equipment lost/stolen within a reasonable time, if you committed theft or were negligently responsible for the loss.

OneBizStore

I should be grateful if you would sign and return the enclosed copy of this Agreement as your formal acceptance of employment

Yours sincerely

For and on behalf of
OneBizStore Technologies Pvt Ltd, the company

Najeeba
Agreed and Accepted by

Najeeba Tassaduq
WordPress Developer



OneBizStore Technologies Pvt Ltd
401, Arisht Pride, 5th Floor, Door No. 5-2-370/371 On Plot No C-81, Telangana 500003



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To

Adil Ashaq

Date: 15th November 2022

This is to confirm that Omninos Technologies International Pvt. Ltd., Mohali is offering Mr. Adil Ashaq internship in React JS from 16th November 2022. During internship you will be getting stipend 7000-12000 INR which will be based on your performance during internship, and you will be given some live projects which you need to complete under deadline.

We will be requiring the copy of below documents for administrative processing; you can bring all the mentioned documents at the time of joining:

- Photographs
- Copy of Mark sheets
- Identity Proof

For Stipend you need to go through with these criteria.

React JS:

1. You have to make five website PSD only Design should be approved by client.
2. You have to make two website with HTML/CSS.
3. You have to make website using Bootstrap.
4. You have to make two mobile Responsive websites.
5. You have to work with Java Script.
6. You have to make website using React JS.

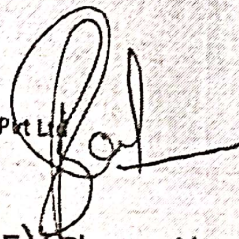
Adding to this, as per Candidate performance, there will be job after 3 months with the package ranging from 10,000 - 30,000 INR.

Sincerely,

HR Manager

Omninos Technologies International Pvt. Ltd.

For Omninos Technologies International Pvt Ltd



Director



SCO 37, Sector - 118, TDI City, Mohali, India(160055) | Phone No.: +91 7009151405 | +91 98141041

Email : hr@omninos.com, info@omninos.com | Website:www.omninos.in



MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector - 8, Noida 201301.
Registered Office : BMS Business Centre, 2, Gujarat Vihar, Vikas Marg,
New Delhi - 110092
CIN : U74140DL2015PTC286052
Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Umair Zahoor Mattoo,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

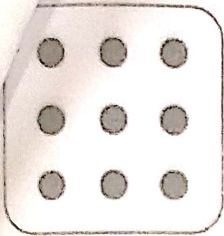
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive





MYWISH MARKETPLACES PRIVATE LIMITED

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ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: Upon successful completion of your probation period you shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

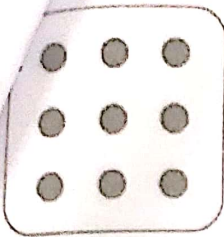
Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.



MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector - 8, Noida 201301.

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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you



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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Umair Zahoor Mattoo

Date: 26/12/2022

Signature: _____

MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector - 8, Noida 201301.

Registered Office : BMS Business Centre, 2. Gujarat Vihar, Vikas Marg.

New Delhi - 110092

CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Annexure B - Salary Structure

Annexure-Salary Structure

DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th- December -2022)

Salary Components	Monthly In Rs.	Annual In Rs.
Basic Sal	10,000	1,20,000
HRA	5,953	71,436
Bonus Allowance	873	10,476
Gross Total (A)	16,826	2,01,912
PF(Employee Contribution)	1,200	14,400
ESIC (Employee Contribution)	126	1,514
Net in hand	15,500	1,85,998
Retirals(B)		
Employer's Contribution in P.F.	1,200	14,400
Gratuity	480	5,760
Cost to Company(A)+(B)	18,506	2,22,072

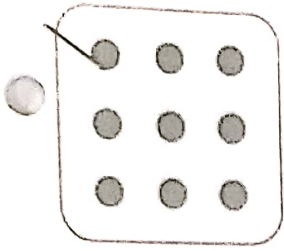
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.

Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022



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Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Mohammad Shaheer Shah,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive





MYWISH MARKETPLACES PRIVATE LIMITED

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CIN : U74140DL2015PTC286052
Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) (months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: Upon successful completion of your probation period you shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

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Phone Number : 0120-4166442, 0120-4215026

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you

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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

I agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Mohammad Shaheer Shah,

Date: 26/12/2022

Signature: _____

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Annexure B - Salary Structure

Annexure-Salary Structure

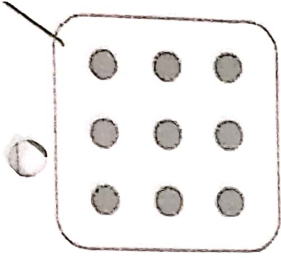
DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th-December-2022)

Salary Components	Monthly In Rs.	Annual In Rs.
Basic Sal	9,985	1,19,820
HRA	3,489	41,868
Bonus Allowance	832	9,981
Gross Total (A)	14,306	1,71,669
PF(Employee Contribution)	1,198	14,378
ESIC (Employee Contribution)	107	1,288
Net in hand	13,000	1,56,003
Retirals(B)		
Employer's Contribution in P.F.	1,198	14,378
Gratuity	480	5,760
Cost to Company(A)+(B)	15,984	1,91,807
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.		
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.		

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022



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CIN : U74140DL2015PTC286052
Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Sairab Iqbal,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

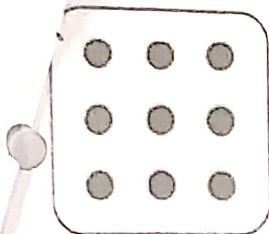
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive





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ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) (months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

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Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

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Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

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- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you



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Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

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"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Sairab Iqbal,

Date: 26/12/2022

Signature: _____

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Annexure B - Salary Structure

Annexure-Salary Structure

DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th-December-2022)

Salary Components	Monthly In Rs.	Annual In Rs.
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SIC (Employee Contribution)	107	1,288
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Gratuity	480	5,760
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Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.

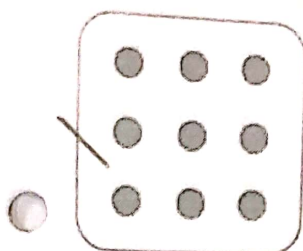
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022





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Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Sadiya Bazaz,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive



MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector - 8, Noida 201301.

Registered Office : BMS Business Centre, 2, Gujarat Vihar, Vikas Marg,
New Delhi - 110092

CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as 'unsatisfactory'. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: Upon successful completion of your probation period you shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

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Phone Number : 0120-4166442, 0120-4215026

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you



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agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Sadiya Bazaz

Date: 26/12/2022

Signature: _____

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Annexure B - Salary Structure

Annexure-Salary Structure

DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th-December-2022)

Salary Components	Monthly In Rs.	Annual In Rs.
Basic Sal	9,985	1,19,820
HRA	3,489	41,868
Bonus Allowance	832	9,981
Gross Total (A)	14,306	1,71,669
PF(Employee Contribution)	1,198	14,378
ESIC (Employee Contribution)	107	1,288
Net in hand	13,000	1,56,003
Retirals(B)		
Employer's Contribution in P.F.	1,198	14,378
Gratuity	480	5,760
Cost to Company(A)+(B)	15,984	1,91,807

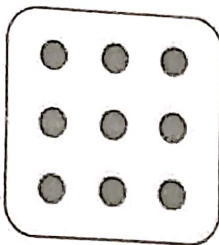
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.

Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022



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CIN : U74140DL2015PTC286052
Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 01/01/2023

Dear Arslan Nazir,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pt. Ltd, we are pleased to offer you the position of Assistant Relationship Officer in the credit card department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours.
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

Regards,

For and on behalf of Mywish Marketplaces Private Limited

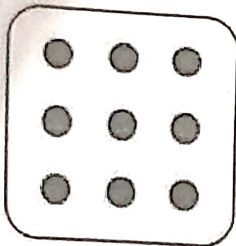
Gangesh Malhotra

Asst. Manager -Finance

Office : Srinagar
Date : 01/01/2023
Draft : 01/01/2023
For : Mr. Arslan Nazir
Extension : 01/01/2023

Signature of Arslan Nazir





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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A – TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Three (3) (months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: You shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

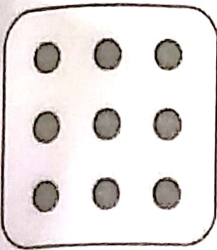
IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; either during the period of probation or on confirmation, by giving 15 days' notice or 15 days' pay/salary in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:



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- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information :- The confidentiality obligations shall be governed by the provisions of the non-disclosure agreement (NDA) executed by and between the Parties herein which shall form an integral part of this Agreement. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

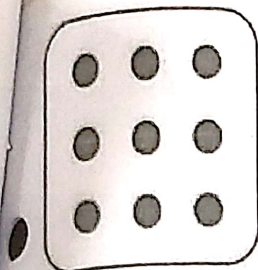
- a. Your salary package is based on, besides your overall experience level, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations / inventions / discoveries / products made / developed during your employment with the Company and you agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in



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India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company, you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company.

Dispute Resolution: In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name:

Date:

Signature: _____



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Annexure A - Salary Structure

Salary Structure (In INR)		
Designation – Assistant Relationship Officer (w.e.f. 01 st of Jan' 2023)		
Components	Monthly	Annual
Basic Salary	10,717	1,28,604
HRA	2,784	33,411
Bonus	893	10,713
Gross Total (A)	14,394	1,72,728
Less PF:	1,268	15,432
Less ESIC:	108	1,295
Net in Hand Salary	13,000	1,56,000
Retirals (B)		
Employer's Contribution in P.F.	1,268	15,432
Gratuity	515	6,186
CTC (A)+(B)	16,196	194,346
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.		
*PF and **Gratuity will be governed as per PF and Gratuity act		
Our compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.		

Asst. Manager- Finance

Employee Signature

Date:

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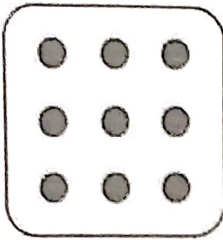
Phone Number : 0120-4166442, 0120-4215026

ANNEXURE C – GENERAL INFORMATION

List of Documents/Xerox copies of which are to be submitted at the time of joining:

S. No.	Description	Submitted (Y/N)
1	Signed copy of the Offer Letter	
2	Proofs for educational qualification: Passing Certificates of your Diploma / Bachelor's Degree / Master's Degree / professional courses	
3	Mark Sheets: Mark sheets of all semesters (In case of multiple attempts the mark sheets of all attempts must be provided).	
4	Copy of Latest Salary Slip/Salary Certificate/Appointment Letter	
5	Experience Certificate: Please submit an experience letter from your former employer indicating:	
	•1 Total years of experience	
	•2 Name and duration of project(s)	
	•3 Brief description of project(s)	
	•4 Your role in the project(s)	
6	Relieving letter from your former employer or a signed resignation letter	
7	Passport	
8	Three passport size photographs	
9	Income Tax Deductions Certificate from previous employer	

Note: Originals of items 2-7 should be presented for verification at the time of joining. These will be returned to the employee immediately after verification.



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Offer Letter

Date: 22/12/2022

Dear Shaista Shabir,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pt. Ltd, we are pleased to offer you the position of Assistant Relationship Officer in the credit card department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours.
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

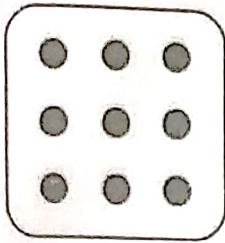
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Gangesh Malhotra

Asst. Manager -Finance





MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector – 8, Noida 201301.

Registered Office : BMS Business Centre, 2, Gujarat Vihar, Vikas Marg,
New Delhi – 110092

CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A – TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Three (3) months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: You shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

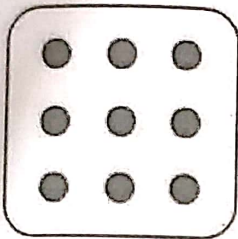
IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; either during the period of probation or on confirmation, by giving 15 days' notice or 15 days' pay/salary in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:



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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information :- The confidentiality obligations shall be governed by the provisions of the non-disclosure agreement (NDA) executed by and between the Parties herein which shall form an integral part of this Agreement. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

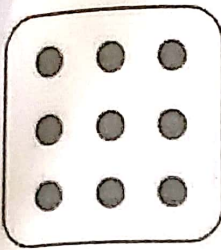
Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations / inventions / discoveries / products made / developed during your employment with the Company and you agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in





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Phone Number : 0120-4166442, 0120-4215026

India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company, you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company.

Dispute Resolution: In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

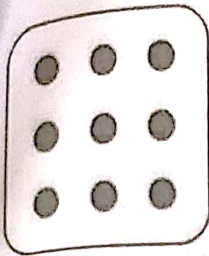
Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name:

Date:

Signature: _____



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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Annexure A - Salary Structure

Salary Structure (In INR)		
Designation – Assistant Relationship Officer (w.e.f. 22 nd of Dec' 2022)		
Components	Monthly	Annual
Basic Salary	10,483	1,25,796
HRA	4,017	48,204
Bonus	873	10,479
Gross Total (A)	15,373	1,84,476
Less PF:	1,258	15,095
Less ESIC:	115	1,384
Net in Hand Salary	14,000	1,67,997
Retirals (B)		
Employer's Contribution in P.F.	1,258	15,095
Gratuity	504	6,051
CTC (A)+(B)	17,135	2,05,622
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.		
*PF and **Gratuity will be governed as per PF and Gratuity act		
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.		

Asst. Manager- Finance

Employee Signature

Date:

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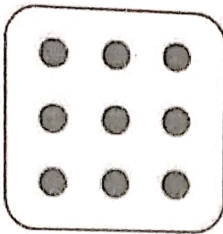
Phone Number : 0120-4166442, 0120-4215026

ANNEXURE C – GENERAL INFORMATION

List of Documents/Xerox copies of which are to be submitted at the time of joining:

S. No.	Description	Submitted (Y/N)
1	Signed copy of the Offer Letter	
2	Proofs for educational qualification: Passing Certificates of your Diploma / Bachelor's Degree / Master's Degree / professional courses	
3	Mark Sheets: Mark sheets of all semesters (In case of multiple attempts the mark sheets of all attempts must be provided).	
4	Copy of Latest Salary Slip/Salary Certificate/Appointment Letter	
5	Experience Certificate: Please submit an experience letter from your former employer indicating:	
	·1 Total years of experience	
	·2 Name and duration of project(s)	
	·3 Brief description of project(s)	
	·4 Your role in the project(s)	
6	Relieving letter from your former employer or a signed resignation letter	
7	Passport	
8	Three passport size photographs	
9	Income Tax Deductions Certificate from previous employer	

Note: Originals of items 2-7 should be presented for verification at the time of joining. These will be returned to the employee immediately after verification.



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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 01/01/2023

Dear Kamil Aijaz,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pt. Ltd, we are pleased to offer you the position of Assistant Relationship Officer in the credit card department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours.
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

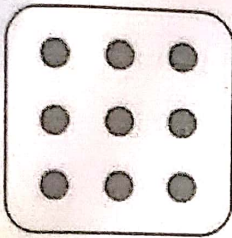
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Gangesh Malhotra

Asst. Manager -Finance





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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A – TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Three (3) (months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: You shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

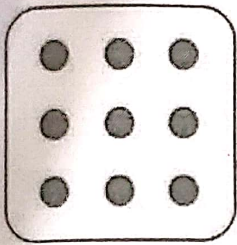
IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; either during the period of probation or on confirmation, by giving 15 days' notice or 15 days' pay/salary in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:



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- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information :- The confidentiality obligations shall be governed by the provisions of the non-disclosure agreement (NDA) executed by and between the Parties herein which shall form an integral part of this Agreement. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

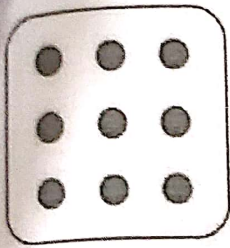
Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations / inventions / discoveries / products made / developed during your employment with the Company and you agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in





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India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company, you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company.

Dispute Resolution: In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name:

Date:

Signature: _____

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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Annexure A - Salary Structure

Salary Structure (In INR)		
Designation – Assistant Relationship Officer (w.e.f. 01 st of Jan' 2023)		
Components	Monthly	Annual
Basic Salary	10,717	1,28,604
HRA	2,784	33,411
Bonus	893	10,713
Gross Total (A)	14,394	1,72,728
Less PF:	1,268	15,432
Less ESIC:	108	1,295
Net in Hand Salary	13,000	1,56,000
Retirals (B)		
Employer's Contribution in P.F.	1,268	15,432
Gratuity	515	6,186
CTC (A)+(B)	16,196	194,346
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.		
*PF and **Gratuity will be governed as per PF and Gratuity act		
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.		

Asst. Manager- Finance

Employee Signature

Date:

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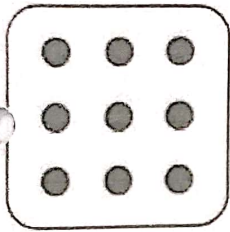
Phone Number : 0120-4166442, 0120-4215026

ANNEXURE C – GENERAL INFORMATION

List of Documents/Xerox copies of which are to be submitted at the time of joining:

S. No.	Description	Submitted (Y/N)
1	Signed copy of the Offer Letter	
2	Proofs for educational qualification: Passing Certificates of your Diploma / Bachelor's Degree / Master's Degree / professional courses	
3	Mark Sheets: Mark sheets of all semesters (In case of multiple attempts the mark sheets of all attempts must be provided).	
4	Copy of Latest Salary Slip/Salary Certificate/Appointment Letter	
5	Experience Certificate: Please submit an experience letter from your former employer indicating:	
	·1 Total years of experience	
	·2 Name and duration of project(s)	
	·3 Brief description of project(s)	
	·4 Your role in the project(s)	
6	Relieving letter from your former employer or a signed resignation letter	
7	Passport	
8	Three passport size photographs	
9	Income Tax Deductions Certificate from previous employer	

Note: Originals of items 2-7 should be presented for verification at the time of joining. These will be returned to the employee immediately after verification.



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Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Haika,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

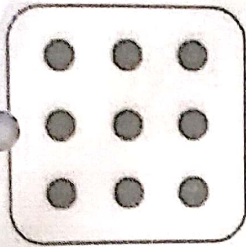
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive





MYWISH MARKETPLACES PRIVATE LIMITED

Corporate Office : E-30, Ground Floor, Sector – 8, Noida 201301.

Registered Office : BMS Business Centre, 2, Gujarat Vihar, Vikas Marg,
New Delhi – 110092

CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

Performance Bonus: Upon ascertainment of the amount of your performance bonus basis the performance review, the amount so ascertained shall be paid on semi-annual or annual basis as per your compensation structure.

Compensation Review: Your performance appraisal & compensation review will be conducted on successful completion of 1 year with the company.

Leaves and Holidays: Upon successful completion of your probation period you shall be eligible for leaves as per the Leave Policy of the Company, such leaves shall be subject to prior approval of your Reporting Manager. You shall also be eligible for holidays as per the Holiday Schedule of the Company which shall be circulated from time to time.

Appearance: The Company expects you to maintain high level of physical fitness, personal grooming, appearance and etiquettes. The Company reserves the right to conduct a medical examination as and when considered necessary, by registered medical practitioner authorized by the Company.

Professional Ethics: During your employment with the Company, you will be required to deal with the Company's money, property documents and other proprietary material which shall be handled with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or proprietary material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this Offer Letter.

Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

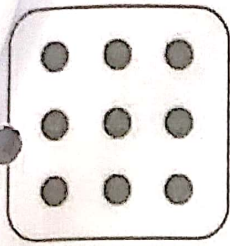
Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.





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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Abandonment of Services: In the event of absenteeism without sanctioned leave for a period of 7 consecutive days (including weekly offs and holidays) It will be assumed that you have voluntarily abandoned your employment without giving notice or payment of pay in lieu thereof.

Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you

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agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Haika

Date: 26/12/2022

Signature: _____

MYWISH MARKETPLACES PRIVATE LIMITED

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CIN : U74140DL2015PTC286052
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Annexure B - Salary Structure

Annexure-Salary Structure

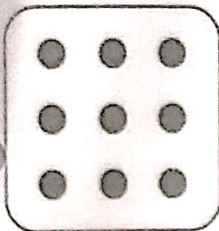
DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th-December-2022)

Salary Components	Monthly In Rs.	Annual In Rs.
Basic Sal	9,985	1,19,820
HRA	3,489	41,868
Bonus Allowance	832	9,981
Gross Total (A)	14,306	1,71,669
PF(Employee Contribution)	1,198	14,378
ESIC (Employee Contribution)	107	1,288
Net in hand	13,000	1,56,003
Retirals(B)		
Employer's Contribution in P.F.	1,198	14,378
Gratuity	480	5,760
Cost to Company(A)+(B)	15,984	1,91,807
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.		
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.		

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022



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CIN : U74140DL2015PTC286052

Phone Number : 0120-4166442, 0120-4215026

Offer Letter

Date: 26/12/22

Dear Naveed Ahmad,

1. Reference your application for the position of Assistant Relationship Officer with MYWISH Marketplaces Pvt. Ltd., we are pleased to offer you the position of Asst. Relationship officer in Sales department at our Srinagar branch.
2. Please be apprised that acceptance of this Offer Letter would be deemed as acceptance to all the terms and conditions of employment detailed in Annexure A of this Offer Letter and all other policies promulgated by the Company.
3. Your Gross Annual Compensation package covering all benefits extended by the Company will be as per our discussions with you & are detailed in Annexure B of this Offer Letter.
4. Upon failure to join the Company on the Joining Date post acceptance of this Offer Letter, you shall be solely liable for all financial and other losses which arise upon the Company due to such failure. The Company reserves the right to initiate appropriate legal proceeding(s) against you in order to recover the losses caused by such act of yours. .
5. You are requested to provide us with a signed copy of this Offer Letter along with all documents listed in Annexure C of this Offer Letter on the Joining Date indicating formal acceptance of this Offer Letter.

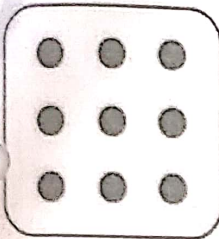
Regards,

For and on behalf of Mywish Marketplaces Private Limited

Name - Urooj UI Bashir

Designation - Human Resource Executive





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Phone Number : 0120-4166442, 0120-4215026

ANNEXURE A - TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period of Six (6) months from the Joining Date, post which a performance review will be conducted. The probation period may be extended at the discretion of the Company if your performance is evaluated as unsatisfactory. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. You will not be allowed to take any leave during probation period, however, you shall always be eligible for the holidays as per the Holiday Schedule of the Company.

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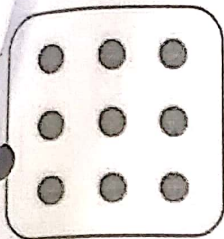
Prohibition from accepting gifts etc.: Accepting/receiving any presents, gifts, commissions, loans, advances or any sort of gratification of benefit from any person, party, firm or company having dealings with the company is not permitted. Similarly borrowing from customer, clients' other employees of the company, agencies and trade suppliers, contractors etc is also forbidden.

Statements to press / media: Any statement to be given to the press or media or contribution of any article to press or media without the prior permission of the Company is prohibited.

IT Security: While commencement of your service in the company, you are required to strictly adhere to IT security practice and procedure as prescribed by the Company from time to time.

Retirement: You would retire on completion of 60 years of age in accordance with the records available in the Company's record based on your declarations.

Notice Period to be given on Resignation / Termination of Service: Your employment is terminable, without reasons by either party; during the period of probation, by giving one-month notice or one month's basic pay in lieu thereof. On confirmation of your employment with the Company, your services shall be terminable by giving three months' notice period or three months' basic pay in lieu thereof. The Company reserves the right to recover your salary in lieu of any shortfall in the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in lieu of payment of the balance salary.



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Termination without compensation: Notwithstanding anything contained in this Offer Letter, your employment is liable to be terminated without notice and without payment of notice pay:

- A. If you fail, refuse or neglect to carry out any duty or duties assigned to you by the company.
- B. If you are found guilty of any fraud, insubordination or misconduct whether in the course of performance of your duties or otherwise.
- C. If you are found unfit to be entrusted with responsible work commensurable with your position, of any misconduct, moral turpitude etc.
- D. For loss of confidence in you by the company due to act of commission or omission on your part.
- E. If you commit any breach of any of the terms and conditions of this Offer Letter.

Tax Liability: The liability of all taxes which become applicable upon you as per the tax laws of the country during your employment with the Company shall solely be borne by you.

Confidentiality of Information: During your employment and for a period of three (3) years thereafter, you shall not to divulge to any third person, any confidential information which would impair the image and business of the Company. For the purpose of this clause, confidential information includes knowledge repository, reports, technology, expertise, R&D activities or any business plans of the Company.. In case it is established that the confidential information is passed on or disclosed in any manner the Company will have the right to terminate your services without assigning any reason and without any compensation thereof and shall also be authorized to recover all damages suffered by the Company from you, if any.

Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level in Digital Marketing Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the Digital Marketing Industry, may be unrealistic and misleading.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your Reporting Manager.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and must not discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with the clients of the Company.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company. Or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in this Offer Letter.

Inventions / Innovations Rights: The Company reserves its right of ownership on any innovations inventions / discoveries / products made / developed during your employment with the Company and you

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agree that you will not have any claims on the said innovations / discoveries, etc. The product also comprises the knowledge repository/ artifacts produced during your stay within the organization.

Transfer of Works, Inventions and Trade Secrets Rights: As a consequence of the direct, indirect, implicit or explicit tasks that you will perform during your employment with the Company, as well as under the concrete instructions received from the Company and / or under the Company's policies and practices, you recognize that the activities can imply, as your own initiative or as the Company's initiative to develop Works, Inventions and Trade Secrets. In this scenario, you understand that the Company will provide you with the required means for such purposes. In addition to the aforesaid, you understand that you will have access to Company's proprietary information and, therefore, you will acquire knowledge to which you would not have had access without having been employed by the Company.

By means of this Offer Letter, and in consideration to the benefits and remuneration received under your employment, you shall transfer to the Company, the title of all the Works, Inventions and Trade Secrets Rights that you may make, create, develop or discover during the term of your employment to the maximum extent permitted by applicable Laws in India and the entire world. The transfer is made on a permanent and exclusive basis; this implies the right to transfer and licence the Works, Inventions and Trade Secrets rights to third parties, worldwide, and during the entire period of protection established by the Law to the right in question.

It is understood that the transfer is made for any purpose, use, shape, media, procedure or system of the Works, Inventions or Trade Secrets exploitation, including analog and digital media.

You further agree that the above assignment of Works, Inventions and Trade Secrets rights, shall not revert back or be deemed to lapse, even if the Company or its successors or assigns do not use or exploit the same within 1 year of such transfer.

For the purposes of this clause:

"Industrial and Intellectual Property Rights" means any rights recognised under intellectual property Laws (authorship rights, related rights and any other sui generis rights), as well as any rights recognised in Industrial Property legislation (patents, brands, utility models, industrial and/or artistic sketches and models, topographies of semi-conducting products and any other similar rights);

"Works, Inventions and Trade Secrets" shall include any the creations and other objects and services that can be protected by the Laws of intellectual property, industrial property, and Laws applicable to know-how.

Deputation: Although your initial place of work is nominated as New Delhi Capital Region, you may be deputed to work at any one of the other locations of the Company, or any of their client sites globally, as and when considered necessary, solely at the discretion of the Management.

Non Solicitation: During the term of your employment with the Company and for a period of 3 (three) years thereafter you shall will not, except through a public advertisement, directly or indirectly, solicit, offer for hire, hire for employment or work with, on a part-time, full-time or any other basis, other than on behalf of the Company. **Dispute Resolution:** In the event of any dispute arising out of this Offer Letter, the dispute shall be resolved amicably within thirty (30) days from the date of dispute. However, any unresolved dispute may be referred for arbitration as per the provisions of the Indian Arbitration and Conciliation Act, 1996 and any rules and/or amendments made thereto. The arbitration award shall be final and binding on both the Parties. The seat and venue for arbitration shall be Noida, Uttar Pradesh, India and the cost of arbitration shall be borne equally by the parties.

Governing Law: This Offer Letter shall be governed by the laws of India. The courts at Noida, Uttar Pradesh shall have the exclusive jurisdiction over all disputes or claims arising out of this Offer Letter.

I accept the above terms and conditions of service.

Name: Naveed Ahmad

Date: 26/12/2022

Signature: _____

MYWISH MARKETPLACES PRIVATE LIMITED

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CIN : U74140DL2015PTC286052
Phone Number : 0120-4166442, 0120-4215026

Annexure B - Salary Structure

Annexure-Salary Structure

DESIGNATION: Assistant Relationship Officer - Sales Department (w.e.f. date of joining i.e. 26th- December -2022)

Salary Components	Monthly In Rs.	Annual In Rs.
Basic Sal	10,000	1,20,000
HRA	4,986	59,832
Bonus Allowance	833	9,996
Gross Total (A)	15,819	1,89,828
PF(Employee Contribution)	1,200	14,400
ESIC (Employee Contribution)	119	1,424
Net in hand	14,500	1,74,004
Retirals(B)		
Employer's Contribution in P.F.	1,200	14,400
Gratuity	480	5,760
Cost to Company(A)+(B)	17,499	2,09,988

Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. CTC includes the provision of gratuity as well which is to be paid as per company policies and practices.

Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

Performance linked incentives [only for sales and marketing employees]: You shall be eligible for performance based incentives which shall be determined in your annual performance review on the basis of the targets assigned to you by the Company. The payout of the incentive amount shall be divided over a period of 12 months.

Employee Signature

Date: 26/12/2022



Handwritten signature in blue ink.



LCODE

INFINITE POSSIBILITIES

In case of Emergency

Contact : +91 9622430627

Blood Group : A+ve

LCODE Technologies Pvt. Ltd.

Ajanta Business Centre

Door No. 2-1B-1557/49-52

3rd Floor, Bejal-Kapilad Road
Mangalore Karnataka - 575 004

Contact : 0824 - 4282585

www.lcodetechnologies.com



Handwritten signature in blue ink.



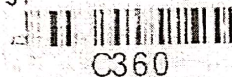
GOVT. DEGREE COLLEGE BARAMULLA

UGC AUTONOMOUS (NAAC 'A' Accredited Grade 'A')
College with potential for Excellence - CPE Status

Phone: 01982-234214
E-mail: vamsikollege@gmail.com
www.baramullacollege.net

Name : Khursheed An Najar
Parentage: Mr. Mohd Amin Najar
Address : Pattan, Baramulla
Desig : Lecturer (Academic Arrangement)
7006321731

Valid Upto: Dec-2022
Deptt: Computer Applications



C360



STAFF IDENTITY CARD





Date: 14th October 2022

To,

Mr. Saidy Tawheed
Srinagar.

Dear Mr. Saidy Tawheed,

Re: Offer of Employment

We are pleased to offer you the position of "UI/Ux Developer And Digital Marketer" with us and your work location will be Srinagar (Remote) and your reporting office base location will be Hyderabad office, with a start date from 26th September 2022. Smartedge

Solutions would like to offer you the position with a CTC of Rs. 3,00,000/- per annum (Fixed Remuneration Breakup as tabulated in Annexure) and you will be eligible for a salary revision to Rs.3,50,000 per annum on successful completion of your period of 6 months with the company.

Your Probationary period is Six (6) months from your start date. The offer will be subject to review post your probation period of six months based on your performance, company and global market conditions. You will not be eligible for leaves during the probation period.

We have attached a Service Agreement for you to sign and return to us, before your starting date. The Service Agreement contains your terms of employment and general responsibilities.

To formally accept this offer please acknowledge in writing by signing and returning the record copy of this letter, also confirm your start date.

We looking forward to joining us but please do not hesitate to contact us if you have any questions

Yours sincerely,

Sree Perugu
Director

Offer Letter
(Private & Confidential)

Date: -17/06/2022

Mir Abdul Mannan
Mir Abad Batmaloo, Srinagar,
Jammu and Kashmir 190010

Dear Mir Abdul Mannan

CONGRATULATIONS!

In response to your Job application & subsequent interview, we are pleased to offer you a position at ClustTech Innovations Pvt. Ltd., as "Junior Flutter Developer" effective from "17/06/2022" under the following terms and conditions:

1. Probationary Period:

Your appointment will be subject to a probationary period of 6 months. An official confirmation of your appointment will be notified once you complete 6 months.

2. Tenure:

The employment tenure will be of 36 months and a court bond will be signed between you and the company for the same.

3. Salary:

- a. CTC of 1,80,000/- during 1st - 12th Month which includes 15,000/- per month as fixed
- b. CTC of 2,64,000/- during 13th - 24th Month which includes 22,000/- per month as fixed.
- c. CTC of 3,60,000/- during 25th - 36th Month which includes 30,000/- per month as fixed.

***Note the salary cycle of the company is 21st of previous month to 20th of base month, and salaries are credited by 5th of each month.

[Handwritten signature]



CAREER COUNCELLING AND PLACEMENT SESSIONS

