

29-Jul-2021

**Rashi Singhvi**  
**Diamond City (North), Block - 13/1A, 68, Jessore Road,**  
**Kolkata - 700055**

Dear Rashi,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Executive in Advisory** with the Company. You will be part of the **RC-R&C-Modelling & Valuation team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **16-Aug-2021**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

*Gagari Chakrabarti*  
Professor & Head  
Economics Department  
Presidency University  
Kolkata

COUNTER SIGNED BY

<https://aa046.taleo.net/careersection/careersection/offers/staticOfferAccepted.jsf>

*[Signature]*  
Director

Internal Quality Assurance Cell (IQAC)  
Presidency University  
Kolkata - 700073

*[Signature]*  
Registrar  
Presidency University  
Kolkata - 700 073

*[Signature]*  
Dean of Students  
Presidency University  
Kolkata-700073

## A. Compensation

### 1. Basic Salary

Your basic salary shall be **Rs.550000/- (Five Lakh Fifty Thousand Rupees)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

### 2. Allowances and Employers Contribution to Provident Fund

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs.550000/- (Five Lakh Fifty Thousand Rupees)** per annum towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company including Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

## B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

### 1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

### 2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

### 3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

*Gagari Chakrabarti*

Professor & Head  
Economics Department  
Presidency University  
Kolkata

  
Dean of Students  
Presidency University  
Kolkata-700073

#### 4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

#### 5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

### C. Miscellaneous

#### 1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for meals. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

#### 2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

#### 3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means:-

*Gagari Chakrabarti*  
Professor & Head  
Economics Department  
Presidency University  
Kolkata

*[Signature]*  
Dean of Students  
Presidency University  
Kolkata-700073

## ANNEXURE 2

Compensation Structure		
Fixed Components / Mandatory Components:		
		<b>Executive</b>
A	<b>Basic Salary</b>	50% of 'Cost to Co.'
B	<b>Provident Fund</b>	12% of basic will be deducted from the basic as the employee's contribution towards PF An equivalent amount (12% of Basic) will be deducted as the employer's contribution from the balance.
The balance of 'Cost to Co.' can be structured using the following options:		
		<b>Executive</b>
C1	<b>House Rent Allowance</b>	✓
<p>If an employee wants to avail house rent allowance, the employee should ensure the compliance of the following:</p> <ol style="list-style-type: none"> <li>1. The employee should furnish a lease deed duly executed by the landlord and tenant, properly witnessed, stamped and notarized. If the period of lease deed is for 12 months or more, it should be registered under the Registration Act.</li> <li>2. The employee should also provide proper rent receipts issued by the lessor, which should be properly stamped and signed.</li> <li>3. The employee should provide PAN of landlord in case monthly rent is more than equal to Rs 8,333/- or Rs 1,00,000/- per annum. (This is as per law)</li> <li>4. The address of the employee given to the Firm and as per the lease deed should be the same.</li> <li>5. Monthly Rent Paid:</li> </ol>		
	<b>Rent Paid</b>	<b>Requirement</b>

*Gagari Chakrabarti*  
 Professor & Head  
 Economics Department  
 Presidency University  
 Kolkata

  
 Dean of Students  
 Presidency University  
 Kolkata-700073

7/29/2021

	More than or equal to Rs. 20,000/-	<ol style="list-style-type: none"> <li>Cheque no., cheque date along with Bank Name</li> <li>Incase of direct bank transfer, bank payment details such as beneficiary bank a/c no., payment date and payment ref. no.</li> <li>PAN of landlord</li> </ol> <p>All above three are mandatory to be mentioned on rent receipts.</p>
		<b>Executive</b>
C2	Car Lease Rentals/Insurance	X
		<b>Executive</b>
C3	Andriod / iPhone Handset reimbursement	X
		<b>Executive</b>
C4	Car Reimbursements	X
	Fuel	NA
	Maintenance	NA
	(Maintenance to include services, repairs, parking charges, toll tax, Car accessories & driver salary is not allowed)	
		<b>Executive</b>

*Gagari Chakrabarti*  
 Professor & Head  
 Economics Department  
 Presidency University  
 Kolkata

*[Signature]*  
 Dean of Students  
 Presidency University  
 Kolkata-700073

C5	<b>Medical Expenses</b>	✓
	Exemption as per IT Rules Reimbursement payable prorated on production of original medical bills. Maximum reimbursable limited to Rs 15,000 p.a. Available for employee, spouse and dependents. For more details, please refer CTC reimbursement policy under Expense Policies	
		<b>Executive</b>
C6	<b>Leave Travel Allowance</b>	✓
	Exemption as per IT Rules. Appropriate proof (Original tickets in case of Rail journey; Original ticket and boarding passes in case of Air-Travel) along with payment proof to be submitted. During the period of LTA, the employee needs to be on approved leaves. (For more details, please refer CTC reimbursement policy under Expense Policies)	
		<b>Executive</b>
C7	<b>Children's Education Allowance</b>	✓
	Exemption as per IT Rules.	
		<b>Executive</b>
C8	<b>Expenses in pursuit of Education</b>	✓
	Subject to prior approval of Performance Manager. Exemption as per IT Rules. Maximum Rs 20,000/- p.a.	
		<b>Executive</b>
C9	<b>Transport Allowance</b>	✓
	To meet expenditure for the purpose of commuting between the place of residence and office, an amount not exceeding Rs 1,600 p.m. (Rs 19,200 p.a.) Employees availing Car Options C2 are not eligible	
		<b>Executive</b>
C10	<b>Home landline/ Mobile bill reimbursements</b>	✓
		Rs 20,000/- p.a.

*Gagani Chakrabarti*  
 Professor & Head  
 Economics Department  
 Presidency University  
 Kolkata

*[Signature]*  
 Dean of Students  
 Presidency University  
 Kolkata-700073

7/29/2021

Bills inclusive of all taxes including service tax. The landline / mobile bill has to in employee's name in order to get the benefit. (Prepaid is not allowed) (For more details, please refer CTC reimbursement policy under Expense Policies)	
	<b>Executive</b>
C11	✓
Meal Vouchers Meal vouchers up to a maximum of Rs 15,000/- p.a. for all employees, in the monthly denominations of Rs 500/-, Rs 1000/- or Rs 1250/-	
	<b>Executive</b>
C12	✓
Purchase of computer at home Rs 33,333/- p.a. for all employees and for 36 months only (Device cost for Rs 1,00,000/-). (For more details, please refer CTC reimbursement policy under Expense Policies)	
	<b>Executive</b>
C13	X
Flight Upgrade	

Offer electronically accepted by: Singhvi, Rashi  
 Offer electronically accepted on: Jul 29, 2021 8:11 PM  
 Offer electronically accepted from: 122.163.76.188

*Gagari Chakrabarti*

Professor & Head  
 Economics Department  
 Presidency University  
 Kolkata

EVALUESERVE

# PRESIDENCY UNIVERSITY,

Kolkata

DATE <sup>15</sup> 17 August 2017

Dear **BISHAL,**

On behalf of Evalueserve.com (P) Ltd, we are pleased to extend you an offer of employment as a Business Analyst in our CIDA division.

We believe this position is a great match for your talents and skills, and that you will enjoy the personal challenge associated with the assignment.

Your total compensation will be 6/- LPA. You will receive a detailed offer letter with the salary breakup at the time of joining. In addition to the fixed pay, there is a Milestone Incentive Plan which you will be enrolled into upon joining Evalueserve. The plan aims to provide annual incentives for a given period, over and above your CTC. Evalueserve reserve the right to amend/modify/roll back the plan without any prior notice.

Please note that this offer of employment is conditional on our routine reference and background verification being completed with satisfactory results.

Please call us if you have any queries.

We look forward to working with you.

Yours sincerely,

AVP - Human Resources

Director  
Internal Quality Assurance Cell (IQAC)  
Presidency University  
Kolkata-700073

**Gagan Chakrabarti**  
Professor & Head  
Economics Department  
Presidency University  
Kolkata

COUNTER SIGNED BY  
  
Registrar  
Presidency University  
Kolkata - 700 073



Ayush Ranjan Gupta  
116, Dr. Meghnad Saha Sarani, Flat No.3G,, PO- Sarat Bose Road  
Kolkata, West Bengal 700029

July 9, 2021

Dear Ayush Ranjan Gupta,

We are delighted to have you join McKinsey Knowledge Centre India Private Limited ("McKinsey" or the "firm") in the role of Capabilities & Insights Analytics Analyst in Marketing & Sales in Gurugram effective July 29, 2021, or such other date as agreed by you and the firm.

This employment agreement formally confirms the terms and conditions of your employment should you accept our offer.

You agree to act in the best interests of McKinsey at all times. You agree to devote your full working time to your job duties, and any other duties as McKinsey assigns to you from time to time.

Your normal place of work will be in our office currently situated at Gurugram. Upon reasonable notice, we may change your place of work to any other location within India.

## Compensation

Your compensation is comprised of the below components. The firm formally reviews performance for purposes of compensation decisions each year, including potential eligibility for an adjustment based on performance as determined in the firm's sole discretion.

Your compensation will be prorated based on your actual start and end date. Applicable tax withholdings and deductions will apply; please consult with your tax advisor on the taxation of payments and other terms described herein.

**Salary.** Your annual gross base salary will be payable monthly, which will be revised if you are on or move to a part-time program or unpaid leave. Salary will be structured between salary and allowances. The details of this compensation structure will be communicated to you when you join. Your starting annual base compensation (including allowances and provident fund) will be INR1,500,000, payable monthly from the date you begin work.

**Provident Fund.** Your gross annual salary includes the firm's contribution to the Provident Fund per the requirements of the India laws pertaining to the Provident Fund.

*Gagan Chakrabarti*  
Professor & Head  
Economics Department  
Presidency University  
Kolkata

  
Director  
Internal Quality Assurance Cell (IQAC)  
Presidency University  
Kolkata-700073

COUNTER SIGNED BY  
  
Registrar 1/17  
Presidency University  
Kolkata - 700 073



Letter of intent for a Job offer

Date: AUGUST 21, 2018

Dear: AKASH PYNE

Congratulations!

We are pleased to confirm you have been selected to work for Affine Analytics Pvt. Ltd.

Designation: Business Analyst

Date of Joining: To be communicated

Place of work: Affine Analytics Pvt. Ltd, Bangalore

We will be sending out the Offer Letter to all the shortlisted candidates through email.

We wish you a successful career and look forward to you joining us! If you have any queries, please contact us at +91-80-66790523 or mail us at the [hr@affineanalytics.com](mailto:hr@affineanalytics.com)

Thanks,  
Recruitment Team



*Gagan Chakrabarti*  
Professor & Head  
Economics Department  
Presidency University  
Kolkata

*AN*  
Director  
Internal Quality Assurance Cell (IQAC)  
Presidency University  
Kolkata-700073

**COUNTER SIGNED BY**  
*YG*  
Registrar  
Presidency University  
Kolkata - 700 073