

ESTD: 1967

P.B.No: 03



V.M.V.V.SANGHA'S  
VIJAY MAHANTESH KRUPAOSHIT

S.R.VASTRAD ARTS, SCIENCE & VIJAY SHANKARAPPA BELLIHAL COMMERCE  
COLLEGE, HUNGUND 587118

Tq:Hungund

Dist:Baglkot

Ph.No : 202244-08351

Affiliated by  
Rani Channamma University, Belagavi College Code: 6217

Fax No : 08351-202244

Nationally Accredited with Grade "B" by NAAC

<https://vmsvccollege.com/>
[vmsrv\\_hnd@yahoo.com](mailto:vmsrv_hnd@yahoo.com)

## NON - GOVERNMENT JOBS DETAILS 2020 – 21

Year	Name of student who has been placed	Program graduate d from	Name of the employer with contact details
2020-21	SHREESHAIL BOMMASAGAR, 8123379535	BCOM	VMKSR VASTRAD Arts, Science and V S Bellihal Commerce College, Hungund, Honorable Secretary, VMVV Sangha's, Hungund
2020-21	PRAMODAGOUD A BIRADAR	BCOM	SAGILITY TRAINING INSTITUTE
2020-21	SHRIKANTH R HONALLI, 8748931604	BSc	VMKSR VASTRAD Arts, Science and V S Bellihal Commerce College, Hungund, Honorable Secretary, VMVV Sangha's, Hungund
2020-21	RAVI GHATTIGANUR	BCOM	CLERK, VRL LOGISTICS
2020-21	MALLIKARJUN R BIRADAR	BCOM	EXECUTIVE, DESHPANDE SKILLING
2020-21	BHARAMAPPA HANAMAPPA MADAR	BCOM	CUSTOMER SERVICE ASSOCIATE - VOICE, TELEPERFORMANCE BUSINESS SERVICES INDIA LIMITED
2020-21	PRASHANT MOTERAPPA PUJARI	BCOM	MANAPPURAM FINANCE LIMITED
2020-21	AMBRISH TALAWAR	BSc	ICICI Bank,, 9164780371
2020-21	SUSHMA B	BCOM	CLERK, ST. JOSEPH ENG MED PRIMARY SCHOOL, KARADI, HUNGUND
2020-21	SHIVARAJ HOSUR		EURONET SERVICES INDIA PVT LTD

# Training Graduation

Certificate 20.24.

sagility™



THIS CERTIFICATE IS PRESENTED TO

Pnamoda Gouda Biradar

*For successful completion of the Process  
Training*

**Aparna Rao Basu**

Senior Vice President and Head Human Resources -

**Udayan M**

Senior Vice President and Head Payer Operations -  
India

sagility™



Pramodagouda Biradar

Employee ID: 607167



*[Handwritten signature]*  
Principal  
V.M.K.S.R. Vastred, Art, Science And V.S. Bellikal  
Commerce College  
Hungund - 587115



V.M.V. Sangha's  
Vijaya Mahantesh Krupaposhit  
S.R. VASTRAD ARTS, SCIENCE &  
V.S. BELLIHAI COMMERCE  
COLLEGE, HUNGUND - 587118  
(Affiliated to Rani Channamma University, Belagavi)

College Code : 6217 e-mail ID : vmsrv\_hnd@yahoo.com



252

**Mr. Shreeshail Bommasagar**  
Lecturer M.Com  
Department : Commerce  
Mobile : 8123379535  
Address : Om Shanti Nagar  
Hungund Pin:587118

*Shah*  
Principal

252 Office : 08351 260224

*SKA*  
Vijaya Mahantesh Krupaposhit  
S.R. Vastrad Arts, Science And V.S. Bellihal  
Commerce College, Hungund - 587118

**Regd. & Admn. Office :**  
Bengaluru Road Varur  
**HUBBALLI - 581 207** Karnataka State  
Phone : 63661 19394  
Fax : 0836 2237614  
e-mail : varurho@vrllogistics.com

## LETTER OF APPOINTMENT

Ref: VRL/HRD/68827

Date: 09.09.2023

Mr. Ravi Ghattiganur  
S/o. Iranna  
Sangameshwarstreet  
Tq: Hungund  
Dst: Bagalkot -587118  
[KARNATAKA]



With reference to your application, we are pleased to appoint you in our Company as a Clerk at our Tpt-Bengaluru A, with immediate effect. Terms and conditions of Service will be as follows:

- 1] You will be paid consolidated salary of Rs.18000/- (Rupees Eighteen Thousand Only) per month. Management reserves the right to bifurcate the salary merging or bifurcating with any other allowance/allowances.
- 2] You will be on probation for a period of 6 months which may be extended at the discretion of the management during which period including extended period your services are liable to be terminated without any notice and on satisfactory completion of the probationary period your services will be confirmed by an order in writing. In the absence of written communication your probationary period shall be deemed to have been extended.
- 3] After the confirmation of your services either party can terminate this contract by giving one month notice or one month salary in lieu thereof.
- 4] You will retire from the services of the company on attaining the age of superannuation i.e. 60 years of age and your date of birth is accepted as 17.06.2000 as per S.S.L.C. Marks Card submitted by you.
- 5] While in the services of the company, you will be required to work in different shifts and you are also liable to be transferred from one department to another or anywhere in India where the company has its activities.

..2..

Principal

Vijaya Mahantesh Krupaposhit  
S P Vastrad Arts, Science & V.S Bellihal  
Commerce College, Hungund-587118

**Corporate Office :** Giriraj Annexe Circuit House Road **HUBBALLI - 580 029** Karnataka  
Phone : 0836 2237511 Fax : 0836 2256612 e-mail : headoffice@vrllogistics.com  
**Customer Care :** HUBBALLI ☎ 0836 - 2307800 e-mail : customercare@vrllogistics.com  
**Website :** www.vrllogistics.com CIN : L60210KA1983PLC005247 GSTIN (KAR): 29AABCV3609C1Z1

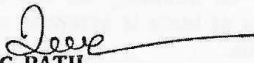
**Regd. & Admn. Office :**  
Bengaluru Road Varur  
**HUBBALLI - 581 207** Karnataka State  
Phone : 63661 19394  
Fax : 0836 2237614  
e-mail : varurho@vrllogistics.com

: PAGE TWO:

- 6] While in the services of the company, you will be governed by the certified standing orders of the company applicable to your category of employees and or such rules and regulations as are in/may come into force from time to time or in practice or any it's associated Companies
- 7] You will not involve yourself in any activity derogatory to the interest of the company to anyone.
- 8] Should there be any mis-representation in any of the information furnished by you for employment, you would be rendering yourself liable to be summarily dismissed from the company's services on detection of such mis-representation at any time, during service with us.
- 9] You may be assigned alternate jobs in any other department/ Branch even for short duration and you shall have to perform the same in the interest of the Company.
- 10] The address indicated in your application for appointment shall be deemed to be correct for sending communication if any, to you and every communication addressed to you are at the given address shall be deemed to have been served upon you.

If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and return it to the company.

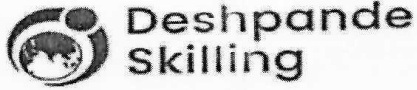
We welcome you to the organisation and sincerely hope that your period of service will be long, pleasant and mutually beneficial.

  
**S. G. PATIL**  
**VICE PRESIDENT (HRD)**

I accept the letter of appointment  
on the above terms and conditions.

(Ravi Ghattiganur)

**Corporate Office :** Giriraj Annexe Circuit House Road **HUBBALLI - 580 029** Karnataka  
Phone : 0836 2237511 Fax : 0836 2256612 e-mail : headoffice@vrllogistics.com  
**Customer Care :** HUBBALLI ☎ 0836 - 2307800 e-mail : customercare@vrllogistics.com  
**Website :** www.vrllogistics.com CIN : L60210KA1983PLC005247 **GSTIN (KAR): 29AABCV3609C1ZJ**



**Communication address:**  
Skill Development Center, Airport Road  
Hubballi - 580030, Karnataka, India  
**Registered address:**  
DESHPANDE EDUCATIONAL TRUST  
DCSE Building, BVB Campus, Vidyanaga  
Hubballi - 580031, Karnataka, India

DET/HR/CON/11/2022/204

15-Nov-2022

To,  
Mr. Biradar Mallikarjun R

**Subject: Letter of Contract Agreement**

We are pleased to inform you that you have been appointed for the role of Executive with Selection and Orientation Team at Deshpande Skilling on fixed term contract basis.

Your contract shall be effective from 15-Nov-2022, and this contract shall automatically come to an end on 30-Apr-2023, unless Deshpande Skilling would renew the same.

**This contract is subject to the following terms and conditions:**

1. THIS AGREEMENT is between Mr. Biradar Mallikarjun R, AT/PO Ankalagi, Taluq-Jath District Sangli Ankalgi-416412 (the "Receiving Party") with the principal place of business/residence at and Deshpande Skilling ("Disclosing Party") with its principal place of business at Beside Infosys, Near Airport, Gokul Road, Hubballi - 580030. Deshpande Skilling governs the terms and conditions under which one party (the "Disclosing Party") makes certain disclosures to the other Party (the "Receiving Party") regarding a potential business transaction.

2. **Working days:** You are requested to work six days in a week and you are responsible to engage the assigned subjects & classes for skilling students and you have to be flexible to work in assigned colleges.

**3. Roles & Responsibilities:**

- Data Management , Documentation and Analysis Reports.
- Stakeholder relationship handling
- Students Counselling
- Tele calling

  
Principal  
Vijaya Mahantesh Krupaposhit  
S.B.Vastard Arts, Science & V.S. Bellihal  
Commerce College, Hungund-587111

Date: December 11, 2023

Emp Temp Code: 4411944441

Bharamappa Hanamappa Madar

Jigalur Tq Ron District Gadag Dr. B.r Ambedkar Colony Jigalur Ron -  
582209,  
Karnataka, India



Letter of Appointment

Dear Bharamappa,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Customer Service Associate- Voice**. You are required to report for duties on **December 11, 2023 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Chennai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days ("Notice Period")** prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave"/"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

**Teleperformance Business Services India Limited.**

Teleperformance Towers, Plot CST No. 1406-A/28, Mindspace, Goregaon (West), Mumbai - 400 104, Maharashtra, India.

Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2005PLC157255 | Email: contactus@teleperformancecds.com

Principal

Vijaya Mahantesh Krunanoshit  
S.R. Mastrad Art, Science And V.S. Bellihal  
Commerce College, Hungund





assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("**Confidential Information**"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies and Social Media Policy** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **December 01, 2000**.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like

14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.
15. You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.
16. You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.
17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.
18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.
19. In the event of you resigning from the services of the company before a period of one year from the date of your joining, any payments made by the company towards relocation benefits, any bonuses or any other allowances, notice period buy-backs or any other such benefits that were to facilitate smooth integration, shall have to be repaid to the company.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to Teleperformance and here's wishing you a rewarding career.

Yours Truly,  
For Teleperformance Business Service Limited,



Preeti Amit Shirke\*  
Executive Vice President - Human Resources & Recruitment

I, Bharamappa Hanamappa Madar, residing at Jigalur Tq Ron District Gadag Dr. B.r Ambedkar Colony Jigalur Ron - 582209, Karnataka, India do hereby accept the terms and conditions in this letter.

Employee Signature	
Employee Name	Bharamappa Hanamappa Madar

**Enclosures:**

1. Compensation/ Salary details (Annexure I)
2. Non-Disclosure- Declaration and Undertaking (Annexure II)
3. Personal Data- Declaration (Annexure III)
4. Work from Home- Declaration, applicable under WAHA-[Work at Home] (Annexure IV)


**NOTE:** For purposes of brevity and ease of reading, the term "the Company" or the term "Teleperformance" (wherever it appears in this letter) means Teleperformance.

  
Principal

Vijaya Mahantesh Krupaposhit  
S.R.Vastrad Arts, Science & V.S.Bellur  
Commerce College, Hungund-587115

Emp Temp Code : 4411944441

**Annexure I**  
**Compensation Details**

<b>Employee Name:</b>	Bharamappa Hanamappa Madar
<b>Designation:</b>	Customer Service Associate- Voice
<b>Grade:</b>	Grade I
<b>Date Of Joining:</b>	December 11, 2023
<b>City:</b>	Chennai
<b>Pay Components</b>	<b>Amount in Indian (INR)</b>
Basic Pay	9,684.00
Housing Rent Allowance (HRA)	5,810.00
Transport Allowance	0.00
Flexible Benefit Plan	0.00
Statutory Bonus#	807.00
<b>Gross Fixed Salary (1)</b>	<b>16,301.00</b>
Provident Fund (Employee) (2)	1,162.00
ESIC (Employee) (3)	122.00
<b>Net Take Home [1-(2+3)]</b>	<b>15,017.00</b>
Provident Fund (Employer) (4)	1,162.00
ESIC (Employer) (5)	530.00
Gratuity* (6)	466.00
<b>Total Fixed Cost (1+4+5+6)</b>	<b>18,459.00</b>
<b>Annual Fixed CTC</b>	<b>221,508.00</b>
<b>Annual Performance Pay**</b>	<b>0 % of Annual Fixed CTC</b>
<b>Annual Performance Linked Incentive (PLI)</b>	<b>0.0</b>
For Teleperformance Business Service Limited,  <b>Preeti Amit Shirke</b> <b>Executive Vice President - Human Resources &amp; Recruitment</b>	
*Gratuity shall be payable as per "The Payment of Gratuity Act". **Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note". #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".	

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

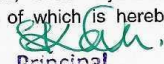
Employee Signature	
Employee Name	Bharamappa Hanamappa Madar

**ANNEXURE II**

**DECLARATION AND UNDERTAKING REGARDING NON-DISCLOSURE**

I, **Bharamappa Hanamappa Madar** residing at **Jigalur Tq Ron District Gadag Dr. B.r Ambedkar Colony Jigalur Ron - 582209, Karnataka, India**, and working as **Customer Service Associate- Voice**, do hereby solemnly state, undertake and declare that:

1. I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of **Teleperformance Business Service Limited**, a Company having its registered office at Teleperformance Towers, Plot CST No. 1406-A/28 Mindspace, Malad (West), Mumbai- 400090, Maharashtra, India.
2. I shall comply with all Teleperformance policies.
3. I will maintain the highest standard of confidentiality towards **Confidential Information**, by not, directly or indirectly, making known, or permitting such Confidential Information to be disclosed or made known to any person or entity, either inside or outside the Company. I acknowledge that such information is valuable, sensitive and a unique asset of the Company and/or of the Company's clients. I shall faithfully and diligently hold such Confidential Information from being disclosed to unauthorized persons, which may include, but are not limited to, employees of the Company that do not need to know the Confidential Information, persons not employed by the Company, persons that are not bound by a written confidentiality agreement with the Company, with regard to the specific Confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. All documents, files, records, project plans, software tools as well as methods and techniques of doing business, including patents, trade secrets and other proprietary rights associated therewith, Strategies, Customer details and items of information or equipment relating to Company's business are and shall remain the property of the Company, including notes, documents, and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from the Company premises without prior written consent. I further agree that all information relating to existing customers and potential customers of the Products, whether recorded in Company's database or otherwise is confidential to the company and that any ownership in respect thereof resides in the company and that it cannot be used by employee for any purpose not specifically referred to in this employment.
5. I understand and acknowledge that as set forth under the **Login Provisioning and De-provisioning Policy (GECSP 11)**, my employee ID and password used to access Company or its Clients' systems are personal and confidential, are **Proprietary Information**, and shall not be disclosed to anyone. Non-compliance with this Policy may lead to disciplinary sanctions upto and including discontinuation of services, consistent with applicable law.
6. Notwithstanding the separation of my employment with the company for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of Teleperformance.
7. I will immediately report to the Company, any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent and I agree that:
  - (i) In the event of a breach or threatened breach of the provisions of this declaration, the Company shall be entitled to an injunction restraining from using or disclosing, in whole or in part, such Confidential Information, or from rendering any services, to any person, firm, corporation, association or other entity to whom any such information has been disclosed or is threatened to be disclosed, which injunction shall be available without the posting of any bond or other security and the issuance of which is hereby consented to by Employee,
  - (ii) Any such breach would cause injury to the Company, and

  
Principal  
Vijaya Mahantesh Krupaposhit  
S.R.Vastrad Arts, Science & V.S.Bellina  
Commerce College, Hungund-587118

8. The rights to any invention, discovery or creation of any system or method related to the Company's operations and arising out of any work done in the course of my employment will automatically vest with the Company. In this connection, the Company may obtain patent rights in its name (or jointly with others) based on the fact of my invention, discovery, improvement or other creative effort. I acknowledge that I will not be liable for any compensation for such invention, discovery, improvement or other creative effort made by me, and that any reward that the Company may, in its sole discretion, bestow on me will not be deemed to confer any rights towards that invention, discovery or improvement in system or method. I further acknowledge that I may be required to execute further documentation in connection with such inventions, discoveries, improvements or other creative efforts and will execute the same without delay.
9. In the event of my leaving services of the Company, for any reason, during the **12-months** period from the separation date, I shall **NOT** directly or indirectly either on my own account or otherwise:
- engage or attempt to engage in providing services to any customer or prospective customer where such services or products are competitive with the services offered by the Company or any affiliate to the Customer
  - canvass solicit or endeavour to entice away from the Company any client or customer(s) of the Company, or any person(s), who at any time during my employment, were or are clients or customers of the Company, or were in the habit of dealing with the Company;
  - solicit, interfere with, or endeavour to entice away any employee of the Company; or
  - counsel, or otherwise assist any person to do any of the acts referred to in para (i), (ii) & (iii) of this clause.
10. I shall **NOT** offer, promise, give, accept, condone, approve or knowingly benefit from an improper business gratuity, a bribe, 'kickback' or other improper advantage, benefit or reward, or otherwise apply inappropriate influence.
11. I shall **NOT** make a 'facilitation payment'. Facilitation payment refers to the practice of paying a small sum of money to (usually) an official as a way of ensuring that they perform their duty.
12. None of my relatives are employed or associated with the Company or any of its affiliate companies or its customers/clients/suppliers in any form; and I undertake that I **shall** immediately notify the Company in case-
- any person who is so employed / associated becomes a relative, and/or
  - a relative, in future, is so employed / associated with the Company.

**I understand and acknowledge that:**

- the restraints contained herein are reasonable in all the circumstances of employment and agree that they are necessary for the protection and maintenance of the Company and its business.
- my services can be suspended pending disciplinary action/enquiry/investigation as per Company policy and I shall abide by decision of investigation/enquiry Committee constituted for such purposes.
- the Company shall be entitled to seek an order for specific performance or injunctive relief or other equitable relief in case I fail to observe or breach any of the restraints herein.

I **shall** indemnify and keep indemnified the company for any loss, damages or injury suffered by the company for any breach of above conditions or any other clause or term of employment.

I understand and acknowledge that my failure to comply with this declaration and undertaking may lead to disciplinary sanctions which may include discontinuation of services, as well as civil liability and/or criminal prosecution under applicable laws.

Executed this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_

Employee Signature	
Employee Name	Bharamappa Hanamappa Madar

Annexure III

Personal Data - Declaration

I **Bharamappa Hanamappa Madar** hereby certify that all statements made on the **Employment Application Form**, my **Curriculum Vitae** or **during my interviews** with the Company are **true and complete**. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "**Change to Circumstances**", within **48 hours** of me becoming aware of such "**Change to Circumstances**" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_\_

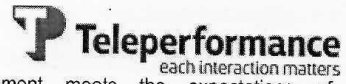
Temp Emp Code	4411944441
Employee Signature	
Employee Name	Bharamappa Hanamappa Madar

  
Principal  
Vijaya Mahantesh Krupaposhit  
S.R.Vastrad Arts, Science & V.S.Bellih  
Commerce College, Hanganur-58710

**ANNEXURE IV**  
**DECLARATION AND UNDERTAKING - Work From Home**

I, **Bharamappa Hanamappa Madar**, do here-by confirm and declare that while I Work From Home, I will adhere to all company and Client confidentiality and security policies, not limited to the below:

- I understand and agree that 'Working From Home' is an extension of my workplace and all policies as applicable while Working From Office shall continue to apply, including Confidentiality Agreement, Code of Conduct, Data Security and WAHA Security Policy amongst others;
- I understand that I will not use pen, paper, mobile phone, camera, or any other electronic devices while Working from Home;
- I will not have unauthorised people, including family and friends to access or take a look at my device while I am working, however I also understand that their movement around or behind my device might be captured in any monitoring tool;
- I understand and agree that recording of conversations or other Teleperformance/Client/consumer information, outside of standard business processes is prohibited;
- I understand that the use of speakerphone is prohibited while Working From Home;
- I understand that the key privacy considerations around accessing personal data (for example customer, client and employee information), read in conjunction with Teleperformance policies, standards and procedures, while Working From Home is strictly prohibited;
- I shall take particular care to reduce the risk of inappropriate or unauthorised disclosure of personal data while Working From Home; and
- I have a functional internet connection at home and shall ensure that it is operational with enough data availability at all the time. I understand that this is a pre-requisite for Work From Home and I shall maintain good internet bandwidth. I shall be fully responsible for upkeep and usage of this connection.
- I agree to return company or client's systems, assets, records and materials **within 36 hours** from the date of intimation received by the company in the same condition as it was provided to me.
- In case, I delay in returning or fail to return or returned in damaged condition, the company's or client's systems, assets, records and materials within such stipulated time then company has the undisputed right to recover penalties /amount as per the case may be.
- I agree to the use webcam for video calls /collaboration with supervisors and colleagues.
- I agree to the use of cameras available on the Teleperformance Cloud Campus by Teleperformance and the terms and conditions related to it as appended below, which is subject to update, as per the applicable law. This is regardless of whether the camera was provided by Teleperformance, if it is built-in or bundled with the equipment provided to the employee, or in a Bring Your Own Device (BYOD) scenario.
- I understand, that I have the option to raise a helpline ticket to the BHR team over the email id (**HR.TPCCIndia@teleperformancedibs.com**), if I will have any concern whatsoever, post deployment of Teleperformance Cloud Campus.
- I understand, that in the event, I desire to opt-out as Working-from-Home-Agent in the Teleperformance Cloud Campus, I will reach out to my immediate supervisor with a written notice stating the reason for it and [**HR.TPCCIndia@teleperformancedibs.com**].
- I hereby give my consent to Teleperformance's use of a Camera as part of the computer sign-on process to authenticate my identity. I further agree to allow Teleperformance to visually monitor me during work



hours via a camera to ensure that my work-at-home environment meets the expectations of Teleperformance and its clients.

- I specifically understand and agree to Teleperformance's use of camera video and audio for security measures assessment, proper and lawful execution of all employment and client related contractual provisions, safety verification and any other business-related purpose. I agree to turn on the camera when requested and/or conduct verification via phone or video call pursuant to random clean desk audits.

For this purpose, I hereby understand that Teleperformance reserves the right to inspect my work area in my Work From Home site or the system virtually with or without advance notice to me. I also understand that at random intervals during your shift, Teleperformance may take snapshots of your workspace to analyze and detect any violations of existing security protocols including, but not limited to, clean desk policy, GISP and standards.

I hereby provide my consent and agree to such inspection and waive-off any claim for invasion of privacy in connection with such inspection. There are a number of situations in which I will activate the camera. These include: for my identification to be confirmed (in particular every time I login to Teleperformance systems); during regular security procedures; during 1-to-1 meetings, coaching sessions, and team meetings to achieve the most effective communication, collaboration and provision of the services. As I am providing services remotely, Teleperformance also recommend camera use during the rest of the time that I am providing services as a way to more effectively engage with my colleagues. When I activate my camera, it will be livestreaming and not recording. Every time recording is required (for Teleperformance business purposes, in a chatroom where you are present, for instance recording informational sessions delivered by TP Representatives), the 'recording icon' will show and I will be able to turn off my own individual camera during the recorded session.

For above purpose, Teleperformance, in its sole discretion, reserves the right to install any system monitoring technology on the work machine including EDR, Webcams or any other software/file that allows for supervision at work-at-home site which includes, but is not limited to:

- Capturing 'facial confirmation', 'ID scan' and 'Geo Tagging';
- Tracking 'multiple people violation', 'unknown user violation', 'not at desk violation', 'auto idle user detection'; Mobile phone detection and usage;
- Clean desk environment (use of pen/paper or other objects not permitted);
- Capturing Desk-top random image and click pictures when above violations are detected via random scan which could be used as evidence in case of any breach as per the security policy

I understand that failure to comply with the above will lead to appropriate action in accordance with Teleperformance HR policies and manual.

Temp Emp Code	4411944441
Employee Signature	
Employee Name	Bharamappa Hanamappa Madar

  
Principal

Vijaya Mahantesh Krupaposhit  
S P Vastrad Arts, Science & V.S. Bellihalli  
Commerce College, Hungund-587 112



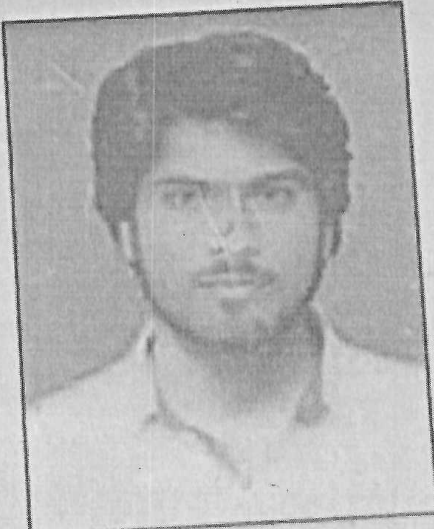
V.M.K.S. Vastrad Art, Science And V.S. Bejjhal Commerce College  
Hungund




# MANAPPURAM FINANCE LIMITED

Make Life Easy


PRASHANT MOTEPPA PUJARI



Employee Code : 1-401894

  
MD & CEO

Corporate Office :-  
IV/470A (Old) W/638 (New), Manappuram House,  
Valapad, Thrissur, Kerala - 680567  
Tel: 0487-2050100, 2050101

  
Principal  
V.M.K.S. Vastrad Art, Science And V.S. Bejjhal Commerce College  
Hungund



SALARY STATEMENT FOR DECEMBER 2023



Choose a Payslip:

31/DEC/2023 - Assignment 401894- Payslip 1

Download

Emp. Code : 401894	PF No :
Emp. Name : PRASHANT MOTEPPA PUJARI	UAN No : 101973559962
Post : JR.ASST(G)	ESI No : 7118586967
Designation : JR. ASST.	PAN No : EPRPP1290D
Department : GOLD LOAN	Date of Joining : 28/07/2023
Gender : Male	Branch Name : BAGALKOT BUS STAND ROAD (1733)
Email ID : PRASHANTMP081@GMAIL.COM	Working days : 31
Phone No : 9880295081	LOP Days : 0

EARNINGS	MONTHLY RATE	CURRENT MONTH	ARREARS	TOTAL	DEDUCTIONS	CURRENT MONTH
Basic Pay	8,800.00	8,800.00	0.00	8,800.00	ESI Employee Contribution	121.00
Outstation Allowance	1,750.00	1,750.00	0.00	1,750.00	PF Employee Contribution	
Special Benefit	2,761.50	2,761.50	0.00	2,761.50	SIBRD deduction	

Vijaya M. [Signature]  
 S.R. Vastrad Arts, Science & V.S. Sastry  
 Commerce College, Hungund-587110  
 23/01/2024 12:17 PM



# ST. JOSEPH ENG.MED.PRIMARY SCHOOL.



Tq: Hunagund KARADI Dist : Bagalkot



## SUSHMA B.

Date Of Birth : 17-08-2000

Designation : Clerk

Place : Karadi


Contact No : 7899704921

*S.R.*  
Principal  
Vijaya Mahesh Krupashit  
S.R. Vastrad Arts, Science and V.S. Bellihal  
Commerce College, Hunagund-567102

Headmistress Sign.



**Euronet**  
WORLDWIDE



**Shivaraj Hosur**  
**Emp Code : M1578**  
**Blood Group : AB+ve**  
**Authorised Signature :** *Sh*

**EURONET SERVICES INDIA PVT. LTD**  
I Think Techno Campus  
A Wing - 6th Floor & B Wing - 5th Floor  
Off Postnas Road No. 2, Behind TCS,  
Eastern Express Highway, Thane (W) - 400 607  
Phone No. +91 22 33997000  
Website: www.euronetworldwide.com

*Vijaya Mahantesh*  
Principal

Vijaya Mahantesh  
S.R. Vastrad Arts, Science & V.S. Bellihal  
Commerce College, Hungund-587111

# Euronet.

12 July, 2023

Euronet/HR/OL/2023/1403

**Shivaraj Hosur**  
#175 , Hakari Oni, Ward No.2  
Hungund Bagalkot  
Karnataka - 587118



**Re: Offer cum Appointment Letter**

**Dear Shivaraj,**

This is to confirm that Euronet Services India Private Limited (the "Company") has decided to extend you an offer of employment on the terms indicated in this letter.

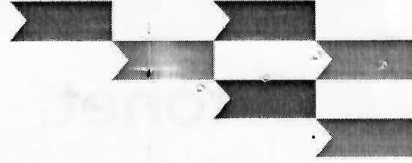
- 1. Position.** You will be employed with Euronet Services India Pvt. Ltd. and would be based out of any location where Euronet Worldwide is operating. You would be employed in the position of **Test Engineer- Technology** and will report to **Chief Manager - Testing**. Your roles, responsibilities and reporting structure will be as directed by the Company from time to time.
- 2. Full Time Employment.** Your first day of employment will be **17 July, 2023**, or such date as may be mutually agreed by you and the Company. You agree to devote, on a full-time basis, your skills and abilities to your employment hereunder, except periods of vacation or illness and except any pursuits which do not materially interfere with your duties hereunder or present a conflict of interest with the interests of the Company. You will be on probation initially for a period of six months w.e.f. the date of joining. While your performance during the probation period will be assessed for offering you a confirmed employment with the company, you will be deemed to be automatically confirmed if you do not receive a written communication to the contrary within fifteen days of the due date for confirmation. Leaves earned during the probation period can be availed by you upon completion of the period of probation. During the probation period either side will be at liberty to terminate this contract of employment by giving to the other 90 days notice in writing. It shall not be necessary for either party to assign any reason for termination of the contract.
- 3. Background\Reference Verification.** Your employment with the Company is conditional upon and subject to successful and positive completion of the background check. The background check will be initiated as soon as the offer is rolled out.
- 4. Compensation** Euronet shall pay the Compensation as per Annexure 1 (the "Compensation").
- 5. Employment at Will.** Our employment relationship will be **terminable at will**, which means that either you or the Company may terminate your employment at any time and for any reason or for no reason with a notice period of 90 days. In the event of a

*[Signature]*  
Principal

Vijaya Mahantesh Krunaposhit  
Vastred Arts, Science & V.S. Bellihal  
Hungund - 587118

**Euronet Services India Private Limited**

Regd. Office: #48, 1st Floor, Ashok Plaza, Gandhi Bazaar, BBMP Ward No. 49, K G Nagar, Basavanagudi, Bangalore - 560 004  
Corp. Office: I-Think Techno Campus, Office No. 1, 8th Floor, Wing "A", Off Pokhran Road No. 2, Behind TCS, Eastern Express Highway, Thane (W), Thane - 400 607. CIN : U51505KA2002PTC030815. Telephone +91-22-39397000.



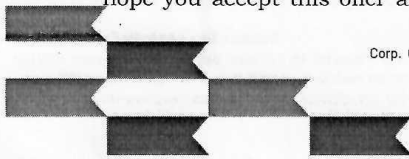
termination by you, you agree to provide a clear 90 days written notice to the Company in case of separation or in lieu make a payment to the Company equivalent to 90 days basic salary.

6. **Confidentiality.** You will also be subject to the Company's Confidentiality and Invention Assignment Agreement, which is enclosed with this letter and must be signed and returned to the Company. You hereby represent to the Company that you are under no obligation or agreement that would prevent you from becoming an employee of the Company or adversely impact your ability to perform the expected services.
7. **Certain Acts.** During your employment with the Company, you will not do anything to compete with the Company's present or contemplated business, nor will you plan or organize any competitive business activity. You will not enter into any agreement that conflicts with your duties or obligations to the Company. You will not during your employment or after it ends, without the Company's written consent directly or indirectly solicit or encourage any employee, agent, independent contractor, supplier, customer, consultant or any other person or company to terminate or alter a relationship with the Company.
8. **No Inconsistent Obligations.** You represent that you are aware of no obligations, legal or otherwise, inconsistent with the terms of this agreement or with your undertaking employment with the Company. You will not disclose to the Company, or use, or induce the Company to use, any proprietary information or trade secrets of others. You represent and warrant that you have returned all proprietary and confidential information belonging to all prior employers.
9. **No Competing Assignment.** You shall not, during the tenure of the employment and, or from the date of termination of your employment with Euronet, undertake any assignment which is in direct competition with Euronet's business or be directly or indirectly be employed with any organization which is in a competing line of business similar, to the ones the Company is engaged in.
10. **Disputes and Arbitration.** Any disputes that arise between you and the Company regarding the employment relationship will be resolved by arbitration in accordance with Indian laws.
11. **Miscellaneous.** Upon your acceptance, this letter will contain the entire agreement and understanding between you and the Company and supersedes any prior or contemporaneous agreements, understandings, communications, offers, representations, warranties or commitments by or on behalf of the Company (Verbal or written). The terms of your employment may in the future be amended, but only in a written document which is signed both you and, on behalf of the Company, by a duly authorized officer.

If these terms are agreeable to you, please sign and date the letter in the appropriate space at the bottom and return it to the undersigned on or prior to **15 July, 2023**. We hope you accept this offer and we look forward to your coming on board. Upon your

**Euronet Services India Private Limited**


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Corp. Office: I-Think Techno Campus, Office No. 1, 8th Floor, Wing "A", Off Pokhran Road No. 2, Behind TCS, Eastern Express Highway, Thane (W), Thane - 400 607. CIN : U51505KA2002PTC030815. Telephone +91-22-39397000 .



**Euronet**

written acceptance of this letter and you joining the duty on the date mutually agreed, this letter shall be construed as the appointment letter. In case, you do not provide your acceptance by **15 July, 2023** or upon your written acceptance, you fail to join the duty on the date mutually agreed then this letter shall stand cancelled and will have no force or effect.

Sincerely,  
For **Euronet Services India Pvt. Ltd.**



**Azfar Kausar**  
**Director-HR APAC**

Agreed and Accepted;

\_\_\_\_\_  
**Shivaraj Hosur**

Date: \_\_\_\_\_

  
Principal  
Vijaya Mahantesh Krupaboshit  
S R Vastrad Arts, Science & V S Hall  
Commerce College, Bangalore-58

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Regd. Office: #48, 1st Floor, Ashok Plaza, Gandhi Bazaar, BBMP Ward No. 49, K G Nagar, Basavanagudi, Bangalore - 560 004  
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