

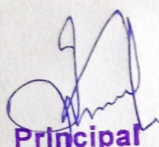
YASHWANTRAO CHAVAN COLLEGE OF SCIENCE, KARAD

DEPARTMENT OF ZOOLOGY

B.Sc. III- 2018-19

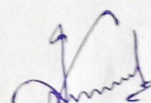
Placement Record

Sr. No	Name of Student	Contact No.	Name of Company	Pay Package at Appointment (Yearly)
1	Mane Swati Jaysing	9604138673	EXL Service.Com.(I) Pvt.Ltd.Hadapsar,Pune.	1,40,000/-



Principal

Yashwantrao Chavan College
of Science, Karad



Head

Department of Zoology
Yashwantrao Chavan College of Science, Karad

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PRIVATE AND CONFIDENTIAL

Date: 20-Dec-2022

SHANTI JOYDING NAME

S.N. 94/1 KRUSHN KURJA NEWAS NEAR DATTI MANDIR CHANDAN NAGAR NAGAR ROAD

PUNE, MAHARASHTRA 411014

Pune 411014

India

EMPLOYMENT AGREEMENT

Dear **SHANTI**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **EXL Service.com (India) Private Limited** to the position of **Executive** at Band **A1**, on the terms and conditions set out herein after:

1. EMPLOYMENT

1.1 Your effective date of joining shall be no later than: **03-Jan-2023**

1.2 Notwithstanding the above-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (Applicable for Band A only)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors.

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take up employment with any of the existing customers of the Company.

k). That in the event I am found to be in breach of this agreement, or my employment agreement with the Company, I shall be liable to pay to the Company a sum equivalent to the remuneration / compensation received by me, from the Company, in the last three months immediately preceding the termination. This will in no way effect the other rights which the Company may have against me, especially the right to obtain injunctive relief against, and damages and indemnification from, me.

SWATI JAYSING MANE

Appendix 1

Name : SWATI JAYSING MANE

DOJ : 03-Jan-2023

Designation: Executives

Band : A1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed	14576	174914
Basic	14576	174912
Variable	2923	35086
Provident Fund	1749	20989
Gratuity	701	8413
Employers ESIC	473	5684
Derived	0	0
Total Fixed Salary	17500	210000
Total CTC	17499	210000

** You may receive an amount towards annual discretionary bonus as per the Company's performance bonus policy, based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia -

a) all bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

EXL Service.com (India) Private Limited

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Page 17 of 31