

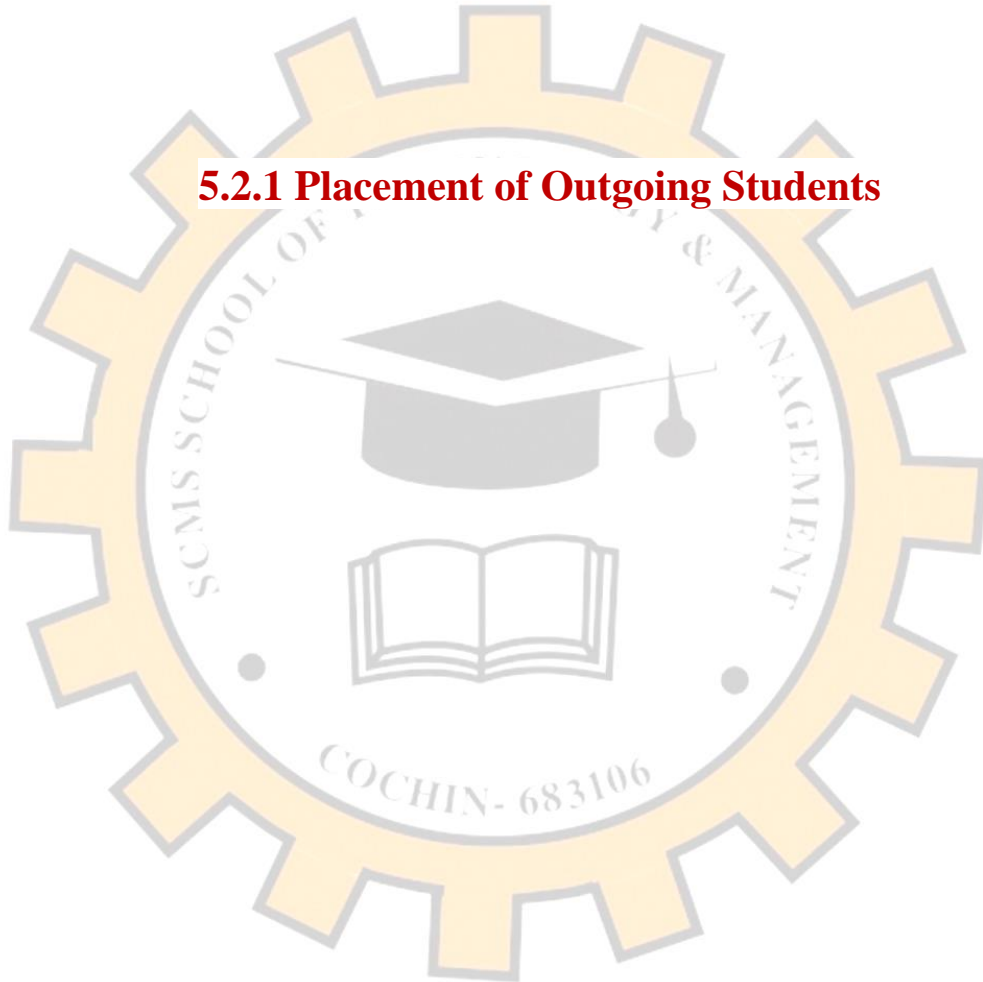


SCMS SCHOOL OF TECHNOLOGY AND MANAGEMENT (SSTM)

SCMS Campus, Prathap Nagar, Muttom, Aluva, COCHIN- 683 106. KERALA

CRITERIA 5 STUDENT SUPPORT AND PROGRESSION

5.2.1 Placement of Outgoing Students



5.2.1 Number of placement of outgoing students during the year

YEAR	TOTAL NUMBER OF STUDENTS PLACED
2020-2021	153

SL NO	YEAR	NAME OF STUDENT PLACED / ENROLLING INTO HIGHER EDUCATION AND CONTACT DETAILS	PROGRAM GRADUATED FROM	NAME OF THE EMPLOYER WITH CONTACT DETAILS / NAME OF INSTITUTION JOINED	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM) (APPLICABLE FOR STUDENTS WHO GOT PLACEMENT) / NAME OF PROGRAM ADMITTED TO (APPLICABLE FOR STUDENTS WHO PROGRESSED TO HIGHER EDUCATION)
1	2020-2021	ANISH ACHANKUNJU	MBA	AXIS BANK	3.5 LAKHS
2	2020-2021	MARIYA VINCENT	MBA	ERNST & YOUNG	3.5 LAKHS
3	2020-2021	ASWIN ANIL	MBA	ERNST & YOUNG	3.5 LAKHS
4	2020-2021	D. S. SHARANYA SANKAR	MBA	ICICI BANK	4.2 LAKHS
5	2020-2021	JYOTHILAKSHMY P.D.	MBA	ICICI BANK	4.2 LAKHS
6	2020-2021	A. SRUTHI	MBA	ICICI BANK	4.2 LAKHS
7	2020-2021	DONA C. JOJU	MBA	ICICI BANK	4.2 LAKHS
8	2020-2021	ANGEL BINCE	MBA	ICICI BANK	4.2 LAKHS
9	2020-2021	LAKSHMI K.	MBA	ICICI BANK	4.2 LAKHS
10	2020-2021	AASHITA MERIYA JAMES	MBA	ICICI BANK	4.2 LAKHS
11	2020-2021	NIBIN THANKACHAN	MBA	ICICI BANK	4.2 LAKHS
12	2020-2021	DEEPTHY THOMAS	MBA	ICICI BANK	4.2 LAKHS
13	2020-2021	BETSY ELDOSE	MBA	ICICI BANK	4.2 LAKHS
14	2020-2021	AJMAL KARIM	MBA	ICICI BANK	4.2 LAKHS
15	2020-2021	ASHMY SATHAR	MBA	ICICI BANK	4.2 LAKHS
16	2020-2021	SHIFANA M.S.	MBA	ICICI BANK	4.2 LAKHS

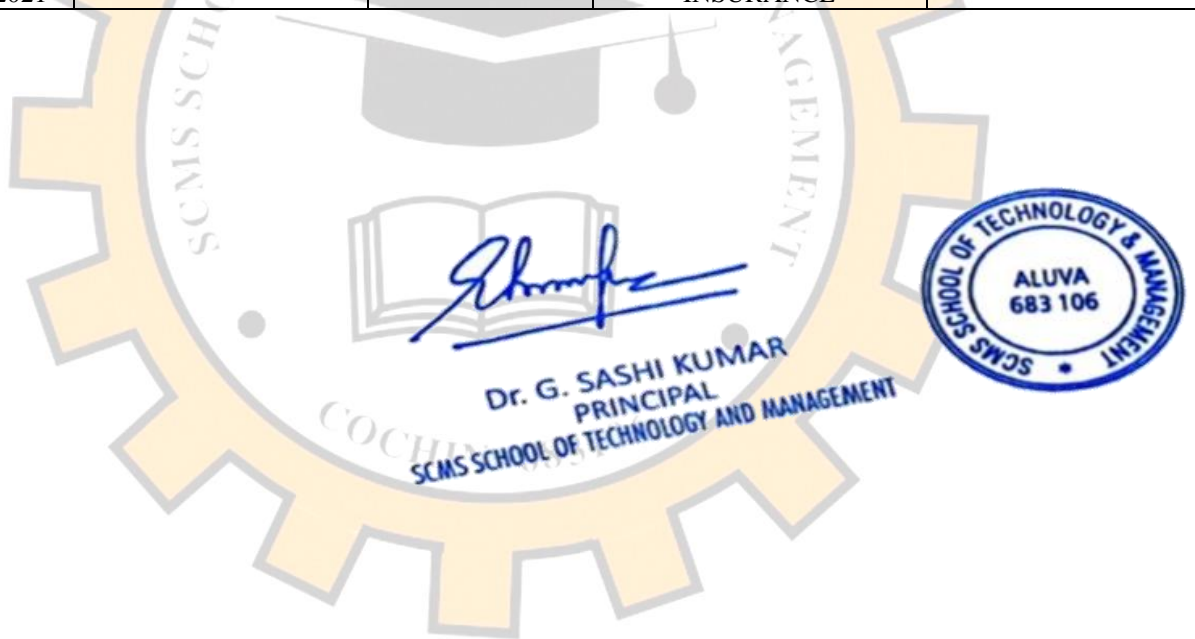
17	2020-2021	JEBY SKARIAH	MBA	ICICI BANK	4.2 LAKHS
18	2020-2021	JOSE MATHEW	MBA	ICICI BANK	4.2 LAKHS
19	2020-2021	AKHIL G. RAJAN	MBA	ICICI BANK	4.2 LAKHS
20	2020-2021	ANIRUDH M	MBA	ICICI BANK	4.2 LAKHS
21	2020-2021	RUEBEN GEORGE ABRAHAM	MBA	ICICI BANK	4.2 LAKHS
22	2020-2021	ATHUL S.	MBA	ICICI BANK	4.2 LAKHS
23	2020-2021	MEGHA R.	MBA	ICICI BANK	4.2 LAKHS
24	2020-2021	ABHIL FRANCIS	MBA	ICICI BANK	4.2 LAKHS
25	2020-2021	SNEHA K.S.	MBA	ICICI BANK	4.2 LAKHS
26	2020-2021	ANJANA DAS	MBA	ICICI BANK	4.2 LAKHS
27	2020-2021	ABHINAV KRISHNAN R.	MBA	ICICI BANK	4.2 LAKHS
28	2020-2021	PAVAN T. GEORGE	MBA	ICICI BANK	4.2 LAKHS
29	2020-2021	SAIFMON B.	MBA	ICICI BANK	4.2 LAKHS
30	2020-2021	MUHAMMED SHAFI T.A.	MBA	ICICI BANK	4.2 LAKHS
31	2020-2021	ADHENA ANIL	MBA	ICICI BANK	4.2 LAKHS
32	2020-2021	NEETHU BALACHANDRAN	MBA	ICICI BANK	4.2 LAKHS
33	2020-2021	SAWMYA PRABHAKARAN	MBA	ICICI BANK	4.2 LAKHS
34	2020-2021	ANNMOL BIJU	MBA	ICICI BANK	4.2 LAKHS
35	2020-2021	MARIYA THOMAS ETTIYATHARA	MBA	ICICI BANK	4.2 LAKHS
36	2020-2021	ASWATHY VENU	MBA	KPMG	4 LAKHS
37	2020-2021	BISMI VARUGHESE	MBA	KPMG	4 LAKHS
38	2020-2021	PAVAN KRISHNAN	MBA	MATRIMONY.COM	5 LAKHS
39	2020-2021	HITHIN K. SUNNY	MBA	EXIDE INDUSTRIES	5.01 LAKHS
40	2020-2021	ANN MARY JOSE	MBA	TCS (BPS)	5.77 LAKHS
41	2020-2021	REJIV J. THALIATH	MBA	SURVEY SPARROW	4.60 LAKHS
42	2020-2021	ANEESHA M. NAIR	MBA	SURVEY SPARROW	4.60 LAKHS
43	2020-2021	JOWIN JOY C.	MBA	ICICI SECURITIES	3.82 LAKHS
44	2020-2021	PRAVEEN S.	MBA	ICICI SECURITIES	3.82 LAKHS
45	2020-2021	T.N. ANJANA SANJAI	MBA	ICICI SECURITIES	3.82 LAKHS
46	2020-2021	MIDHIL S. JOSEPH	MBA	ICICI SECURITIES	3.82 LAKHS
47	2020-2021	REMYA PADMAKUMAR	MBA	ICICI SECURITIES	3.82 LAKHS
48	2020-2021	VISHNU PRASAD	MBA	ICICI SECURITIES	3.82 LAKHS
49	2020-2021	SIVAPRASAD C.G.	MBA	PRICEWATERHOUSE COOPERS LTD.	5.81 LAKHS

50	2020-2021	ANNA JOSE	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
51	2020-2021	ATHUL SHIBU	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
52	2020-2021	E.V. VISHNU PRIYA	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
53	2020-2021	BINCY SIBI	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
54	2020-2021	MOHITH TOM CHERIAN	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
55	2020-2021	GOPIKRISHNA R.	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
56	2020-2021	RAHUL G.	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
57	2020-2021	SEENA ELEZABETH K. PALAT	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
58	2020-2021	SUBIN KOSHY ANIL	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
59	2020-2021	NEDA FATHIMA	MBA	MUTHOOT FINCORP LTD.	4 LAKHS
60	2020-2021	AKSHAYA VENUGOPAL	MBA	MUTHOOT FINCORP LTD.	4 LAKHS
61	2020-2021	ISHWRYA B.S.	MBA	MUTHOOT FINCORP LTD.	4 LAKHS
62	2020-2021	BENZYLAL JOHN	MBA	MUTHOOT FINCORP LTD.	4 LAKHS
63	2020-2021	MARIYA TERESA GEORGE	MBA	VERITY KNOWLEDGE SOLUTIONS	8.03 LAKHS
64	2020-2021	ASHLY RAPHEL	MBA	ADITYA BIRLA FASHION & RETAIL LTD.	4.97 LAKHS
65	2020-2021	ANUPAMA K.R.	MBA	PLANT LIPIDS (P) LTD.	3.43 LAKHS
66	2020-2021	AMAL THOMAS	MBA	PLANT LIPIDS (P) LTD.	3.43 LAKHS
67	2020-2021	SANJU SAMUEL	MBA	PLANT LIPIDS (P) LTD.	3.43 LAKHS
68	2020-2021	MERVYN FRANCIS MECHERY	MBA	PLANT LIPIDS (P) LTD.	3.43 LAKHS
69	2020-2021	VISHNUPRIYA N.B.	MBA	LIFOLOGY.COM	3.5 LAKHS
70	2020-2021	VISHNU MOHAN	MBA	VODAFONE IDEA LTD.	4.5 LAKHS
71	2020-2021	ALEESHA K.K.	MBA	VODAFONE IDEA LTD.	4.5 LAKHS
72	2020-2021	NAIR SWATI ANIYAN	MBA	VODAFONE IDEA LTD.	4.5 LAKHS
73	2020-2021	GAYATHRI SATHEESH	MBA	AXIS BANK	3.85 LAKHS
74	2020-2021	ANTOINE JOHN	MBA	TTK PRESTIGE	3.65 LAKHS
75	2020-2021	AKASH LYGY T.	MBA	FLIPKART	4.35 LAKHS
76	2020-2021	BIMAL MANI	MBA	FLIPKART	4.35 LAKHS
77	2020-2021	SNEHA JOY	MBA	FLIPKART	4.35 LAKHS
78	2020-2021	VIMAL K. BABU	MBA	FLIPKART	4.35 LAKHS
79	2020-2021	JOSEPH ANTONY	MBA	PLANT LIPIDS (P) LTD. (SOUTH ASIAN BUSINESS)	3.43 LAKHS
80	2020-2021	RICHARD M. VINCENT	MBA	PLANT LIPIDS (P) LTD. (SOUTH ASIAN BUSINESS)	3.43 LAKHS
81	2020-2021	ROBIN SHAJU	MBA	VARNA GROUP	6.52 LAKHS

82	2020-2021	SUVARNA B.	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
83	2020-2021	ALWIN SUNNY	MBA	ICICI PRUDENTIAL LIFE INSURANCE	4 LAKHS
84	2020-2021	PAVITHRA PAUL	MBA	MEDIKA BAZAAR	6 LAKHS
85	2020-2021	VARSHA SURESH	MBA	MEDIKA BAZAAR	6 LAKHS
86	2020-2021	BEN JOHNSON 9895741941	DDMCA	FEATHERSOFT INFO SOLUTIONS PVT LTD.	2.22 LAKHS
87	2020-2021	SREE LAKSHMI 9061454803	DDMCA	EXEPERION TECHNOLOGY	3.60 LAKHS
88	2020-2021	SISIRA JOJU 7356975230	DDMCA	TCS	3.53 LAKHS
89	2020-2021	AJITH BABU 8281561523	DDMCA	FIGT SOLUTIONS	2.16 LAKHS
90	2020-2021	ATHILA V.A. 9496177397	DDMCA	INFOSYS	3.60 LAKHS
91	2020-2021	AARON ABY 9168471998	DDMCA	FUTURE GENERALI	2.52 LAKHS
92	2020-2021	JOSHUA MATHAI SABU 8089036454	DDMCA	INNOVATURE LABS	2.64 LAKHS
93	2020-2021	ASHNA M G 9048450521	DDMCA	CORAL BUSINESS SOLUTIONS	1.20 LAKHS
94	2020-2021	RAHUL M.R. 9995906490	DDMCA	TESTHOUSE	1.92 LAKHS
95	2020-2021	ASHWIN CHANDRASHEKAR 07012444376	DDMCA	CLAYSYS TECHNOLOGIES PVT. LTD.	2.51 LAKHS
96	2020-2021	GOKUL KRISHNA 9961169347	DDMCA	INNOVATURE LABS	2.64 LAKHS
97	2020-2021	AFRIN FATHIMA 8139053156	DDMCA	CLAYSYS TECHNOLOGIES PVT. LTD.	2.52 LAKHS
98	2020-2021	ANUPAMA LAWRENCE 8592903351	DDMCA	FEATHERSOFT INFO SOLUTIONS PVT LTD.	2.22 LAKHS
99	2020-2021	PRANNOY MATHEW 9633276693	DDMCA	INNOVATURE LABS	2.64 LAKHS
100	2020-2021	LIYA ELIZABETH KURIAN 9910417755	DDMCA	CLAYSYS TECHNOLOGIES PVT. LTD.	2.51 LAKHS
101	2020-2021	VIBIN UNNIKRISHNAN 9645474643	DDMCA	PISERVE	0.09 LAKHS
102	2020-2021	ABHIRAMI P KUMAR 9846022575	DDMCA	FUTURE GENERALI	2.5 LAKHS
103	2020-2021	ROSE MARY JOJO 04842632994	DDMCA	FUTURE GENERALI	2.5 LAKHS
104	2020-2021	ASHIK VARGHESE 8157075025	DDMCA	INNOVATURE LABS	2.64 LAKHS
105	2020-2021	VISHNU PRASAD M.V. 9388842636	DDMCA	SNORTECH SOLUTIONS PVT. LTD.	0.09 LAKHS
106	2020-2021	RASHA RIYAS 9846085469	DDMCA	CLAYSYS TECHNOLOGIES PVT. LTD.	2.40 LAKHS
107	2020-2021	SHARATH KUMAR V. 9447630305	DDMCA	CLAYSYS TECHNOLOGIES PVT. LTD.	1.44 LAKHS
108	2020-2021	AKHIL KRISHNA 9447022193	DDMCA	FUTURE GENERALI	2.50 LAKHS
109	2020-2021	SHAMEL JOHN 9633965153	DDMCA	THOMSON INFOCARE	2.00 LAKHS
110	2020-2021	ALAN T BOSCO 6282336011	DDMCA	ALLIANZE BPO INTERNATIONAL	2.64 LAKHS
111	2020-2021	NIKHIL MAMMEN GEORGE 9400700107	DDMCA	THREESTOPS PVT.LTD.	3.60 LAKHS

112	2020-2021	ANTONY JOHN 8714163961	DDMCA	THOMSON INFOCARE	2.00 LAKHS
113	2020-2021	ANN MARY NIVIYA 8157820643	DDMCA	GADGEON	3.60 LAKHS
114	2020-2021	ABDUL HASEEB 8086503364	MCA	INNOVATURE LABS	2.64 LAKHS
115	2020-2021	ABHILASH.K.S 9946702719	MCA	DATAEAZE	4.2 LAKHS
116	2020-2021	ABHISHEK BABU T S 9567682129	MCA	XORIENT SOLUTIONS	4.50 LAKHS
117	2020-2021	AKHIL MATHEW 9633047656	MCA	AMAZON	3.20 LAKHS
118	2020-2021	ANNA JESLY.K.A. 8075802426	MCA	ERNST & YOUNG	3.61 LAKHS
119	2020-2021	ATHUL K A 8281371119	MCA	INFOSYS	3.60 LAKHS
120	2020-2021	FATHIMA RAHMATH K.H 9562021955	MCA	INNOVATURE LABS	2.64 LAKHS
121	2020-2021	GOKUL K KRISHNA 8714180897	MCA	METADATA TECHNOLOGIES	4 LAKHS
122	2020-2021	IZZATH JABIN PK 8281154075	MCA	DATAEAZE	3.8 LAKHS
123	2020-2021	LIYA SONY 8086359134	MCA	EYGBS (INDIA) LLP	3.62 LAKHS
124	2020-2021	MARIYA THOMAS 7034940776	MCA	INFOSYS	3.60 LAKHS
125	2020-2021	MARY STINIYA P A 7034665478	MCA	TCS	3.54 LAKHS
126	2020-2021	NAJIYA V.U 7994317228	MCA	EXEPERION TECHNOLOGIES PVT. LTD.	3.60 LAKHS
127	2020-2021	NIMA VENU 9995407814	MCA	DLTLEDGERS	3 LAKHS
128	2020-2021	NIMMY VARGHESE 9947562049	MCA	INFOSYS	3.60 LAKHS
129	2020-2021	NOORA BINTH ZUBAIR 8943809251	MCA	CLAYSYS TECHNOLOGIES	2.52 LAKHS
130	2020-2021	REHNA ANTONY 6238153338	MCA	RUBY SEVEN STUDIOS	2.93 LAKHS
131	2020-2021	TANIYA JOHNY 9400166813	MCA	CLAYSYS TECHNOLOGIES	3.60 LAKHS
132	2020-2021	VISHNU S 9048678606	MCA	MILLENNIUM EBS PVT. LTD.	2.64 LAKHS
133	2020-2021	SASTHAKUMAR N	MSC MOLECULAR BIOLOGY AND GENETIC ENGINEERING	CENTRAL LABORATORY FOR INSTRUMENTATION AND FACILITATION	
134	2020-2021	LISMY	MSC MOLECULAR BIOLOGY AND GENETIC ENGINEERING		
135	2020-2021	PRASEETHA	MSC MOLECULAR BIOLOGY AND GENETIC ENGINEERING	ICMR-NIN	
136	2020-2021	MEGHANA	MSC MOLECULAR BIOLOGY AND GENETIC ENGINEERING	CIFT	
137	2020-2021	SYED BASIL S M	B. COM	TCS	1.56 LAKHS
138	2020-2021	NANDAGOPAL A	B. COM	TCS	1.56 LAKHS

139	2020-2021	ASWIN S	B. COM	TCS	1.56 LAKHS
140	2020-2021	DEVIKA LAKSHMI REMESH	B. COM	TCS	1.56 LAKHS
141	2020-2021	ADITHYAN K GOVIND	B. COM	TCS	1.56 LAKHS
142	2020-2021	CRISTY SARA PR	B. COM	TCS	1.56 LAKHS
143	2020-2021	HANNA ELIZABATH	B. COM	TCS	1.56 LAKHS
144	2020-2021	GAYATHRI M DAS	B. COM	TCS	1.56 LAKHS
145	2020-2021	ABHIRAM MURALI	B. COM	TCS	1.56 LAKHS
146	2020-2021	HARISHANKAR S	B. COM	TCS	1.56 LAKHS
147	2020-2021	RIANA VINCENT	B. COM	H & R BLOCK	3 LAKHS
148	2020-2021	ROHIL S	B. COM	H & R BLOCK	4 LAKHS
149	2020-2021	ROHIT BALAJI	B. COM	H & R BLOCK	5 LAKHS
150	2020-2021	SONA JOSHY	B. COM	H & R BLOCK	6 LAKHS
151	2020-2021	ANAM FATHIMA	B. COM	CARE HEALTH INSURANCE	1.8 LAKHS
152	2020-2021	MANJU MARTIN	B. COM	CAPEX FINANCIAL SERVICES	2.16 LAKHS
153	2020-2021	ASHWIN M NAIR	B. COM	CARE HEALTH INSURANCE	1.8 LAKHS





92863/South/SCR013:Kerala Circle _KER/AXISB/HR/REC
24-Jun-2021

Mr. **Anish Achankunju**
Plakkeezhil, Pandanad, Alappuzha, Kerala, India 68
9506
8589821353

LETTER OF APPOINTMENT

Dear Anish Achankunju,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Assistant Manager** in **CBG**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **2,90,196.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.



9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof

9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

Digitally signed by DS AXIS BANK 1
Date: 2021.06.24 10:56:19 +05:30
Reason: LOA
Location: Axis

For any further information / clarifications please feel free to contact:-

Pratima

Pratima@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources

CTC Annexure		
Emoluments and Benefits for the grade of Assistant Manager (for Anish Achankunju)		
COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	90,888.00	7,574.00
Basket of Allowance	1,68,792.00	14,066.00
Bank's PF Contribution	21,600.00	1,800.00
Gratuity *	4,368.00	364.00
Location Pay#	4,544.00	379.00
Total Fixed Pay	2,90,196.00	24,183.00
Benefits:		
Group Mediciam Policy and Term Life Insurance	8,100.00	-
Loan Benefits	69,084.00	-
Total Fixed Pay + Value of Benefits	3,67,380.00	-

- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Details of Benefits				
Loan Benefit Eligibility				
Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	20,00,000.00	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	2,00,000.00	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.
Note: Loan benefits cannot be encashed if not availed.				
Insurance Details				
Type of Insurance	Insurance Cover (in Rs)		Remarks	
Group Mediciam Insurance Policy	4,00,000.00		Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.	
Group Term Life Insurance Policy	35,00,000.00		Only employee is covered, a part of the annual premium is borne by the employee	
The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.				
Mobile Benefit				
You will be eligible for mobile reimbursement (Including Data Service) as per company policy.				
Gratuity *				
You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.				
Provident Fund				
The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.				
Voluntary Provident Fund (VPF)				
The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.				
Other Benefits				

**Performance Bonus
/ Annual Incentive
Plan (as may be
applicable)**

Performance linked bonus pay / Annual Incentive Plan/ESOPs (as applicable), will be paid/given as per the Company's policy, subject to your being a confirmed employee as per the current year policy. The payouts will be based both on individual performance and organization's performance.

Digitally signed by DS AXIS BANK 1
Date: 2021.04.30 02:35:44 +05:30
Reason: LOI
Location: mumbai



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

20 January, 2021

Ms Mariya Vincent
D/o Vincent Paul A, Arimboor House,
P.O. Kanjany,
Thrissur,
Kerala - 680612

Contact No: 9567533593
Email: fm-1846@scmsgroup.org

Dear Mariya,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.3,33,333/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the **EY GDS Variable Pay Bonus Program**, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of MBA exams by June 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.



Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP

Signed By : DIVYA PARIHAR
Reason : Offer Letter
Location : Bangalore
Date: 20-01-2021 17:42:21

Authorized Signatory



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

20 January, 2021

Ms Aswin Anil
F-64, Jal Vayu Vihar,
Mundamveli P.O.,
Kochi,
Kerala - 682507

Contact No: 9400437972
Email: fm-1831@scmsgroup.org

Dear Aswin,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

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Looking forward to a mutually beneficial association.



Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP

Signed By : DIVYA PARIHAR
Reason : Offer Letter
Location : Bangalore
Date: 20-01-2021 17:42:51

Authorized Signatory

from: **Sonali Talreja /HRMG/IBANK/BLR** <sonali.a@icicibank.com>

to: George Joseph <georgejoseph@scmsgroup.org>

cc: Gopakumar S <gopakumars@scmsgroup.org>,
"Dr. Anilkumar K" <anilkumark@scmsgroup.org>,
Amit Anand /HRMG/IBANK/BLR <anand.am@icicibank.com>,
Vivek Rajan /HRMG/IBANK/KRL <vivek.rajan@icicibank.com>

date: Jan 10, 2021, 3:07 PM

subject: ICICI Final Selects- SCMS

mailed- icicibank.com

by:

signed- icicibank.com

by:

Dear George,

Please find below the list of Final Selects. Thank You for all the support extended.

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30. 4244524	Sawmya Prabhakaran - MBA	Selected
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32. 4244669	Mariya Thomas Ettiyathara - MBA	Selected

Thanks & Regards,
Sonali Talreja
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from: **Sonali Talreja /HRMG/IBANK/BLR** <sonali.a@icicibank.com>

to: George Joseph <georgejoseph@scmsgroup.org>

cc: Gopakumar S <gopakumars@scmsgroup.org>,
"Dr. Anilkumar K" <anilkumark@scmsgroup.org>,
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to: George Joseph <georgejoseph@scmsgroup.org>

cc: Gopakumar S <gopakumars@scmsgroup.org>,
"Dr. Anilkumar K" <anilkumark@scmsgroup.org>,
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Vivek Rajan /HRMG/IBANK/KRL <vivek.rajan@icicibank.com>

date: Jan 10, 2021, 3:07 PM

subject: ICICI Final Selects- SCMS

mailed- icicibank.com

by:

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mailed- icicibank.com

by:

signed- icicibank.com

by:

Dear George,

Please find below the list of Final Selects. Thank You for all the support extended.

Applicant ID	Full Name	PI Status
1. 4241493	D S Sharanya Sankar - MBA	Selected
2. 4241728	Jyothilakshmy P D - MBA	Selected
3. 4241383	A Sruthi - MBA	Selected
4. 4241438	Dona C Joju - MBA	Selected
5. 4241488	Angel Bince - MBA	Selected
6. 4241530	Lakshmi K - MBA	Selected
7. 4241528	Aashita Meriya James- MBA	Selected
8. 4241700	NIBIN THANKACHAN- MBA	Selected
9. 4241783	Deepthy Thomas - MBA	Selected
10. 4242094	Betsy Eldhose - MBA	Selected
11. 4241984	Ajmal Karim- MBA	Selected
12. 4242459	Ashmy Sathar - MBA	Selected
13. 4244445	Shifana MS - MBA	Selected
14. 4242923	Jeby Skariah - MBA	Selected
15. 4242935	Jose Mathew - MBA	Selected
16. 4243313	Akhil G Rajan - MBA	Selected
17. 4243742	Anirudh M - MBA	Selected
18. 4242917	Rueben George Abraham - MBA	Selected
19. 4243933	Athul S - MBA	Selected
20. 4243946	Megha R - MBA	Selected

21. 4243973	Abhil Francis - MBA	Selected
22. 4244013	Sneha K S - MBA	Selected
23. 4244025	Anjana Das - MBA	Selected
24. 4244196	Abhinav Krishnan R - MBA	Selected
25. 4244239	Pavan T George - MBA	Selected
26. 4243584	Saifmon B - MBA	Selected
27. 4244357	Muhammed Shafi T A - MBA	Selected
28. 4244444	Adhena Anil - MBA	Selected
29. 4244475	Neethu Balachandran - MBA	Selected
30. 4244524	Sawmya Prabhakaran - MBA	Selected
31. 4241771	Annmol Biju - MBA	Selected
32. 4244669	Mariya Thomas Ettiyathara - MBA	Selected

Thanks & Regards,
Sonali Talreja
HRMG

from: **Sonali Talreja /HRMG/IBANK/BLR** <sonali.a@icicibank.com>

to: George Joseph <georgejoseph@scmsgroup.org>

cc: Gopakumar S <gopakumars@scmsgroup.org>,
"Dr. Anilkumar K" <anilkumark@scmsgroup.org>,
Amit Anand /HRMG/IBANK/BLR <anand.am@icicibank.com>,
Vivek Rajan /HRMG/IBANK/KRL <vivek.rajan@icicibank.com>

date: Jan 10, 2021, 3:07 PM

subject: ICICI Final Selects- SCMS

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Thanks & Regards,
Sonali Talreja
HRMG

Reference No. - 1384083640

Applicant ID - 4243933

09-Aug-2021

Athul S

Dear Athul,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384083640

Applicant ID - 4243933

09-Aug-2021

Athul S

Dear Athul,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - MARATHALLI_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 18-Aug-2021.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384083640

Athul S

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Reference No. - 1384083640

Athul S

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

: 4:

Reference No. - 1384083640

Athul S

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand

Business HR Manager

Digitally signed by AMIT ANAND

Date: 2021.08.09 11:01:06 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Regd. Office : ICICI Bank Tower,
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Reference No. - 1384083640

Athul S

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1384083640

Athul S

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND
Date: 2021.08.09 11:01:06 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Athul S

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	11,675	1,40,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	29,075	3,48,900
Performance Linked Retention Pay #	4,500	54,000
Total (Incl PLRP)	33,575	4,02,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 09-Aug-2021

Digitally signed by AMIT ANAND
 Date: 2021.08.09 11:01:06 +05:30
 Reason: Offer Letter
 Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1384077993

Applicant ID - 4243946

09-Aug-2021

Megha R

Dear Megha,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
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Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384077993

Applicant ID - 4243946

09-Aug-2021

Megha R

Dear Megha,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in MORTGAGE at BLR-ELECTRONIC CITY PH-II_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 18-Aug-2021.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384077993

Megha R

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

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- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Reference No. - 1384077993

Megha R

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
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- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
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 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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 - Mismatch in your previous employment data even for a day
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 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384077993

Megha R

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1384077993

Megha R

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1384077993

Megha R

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Megha R

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	11,675	1,40,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	29,075	3,48,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	33,575	4,02,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 09-Aug-2021



PRIVATE AND CONFIDENTIAL

Reference No. - 1384083641

Applicant ID - 4243973

09-Aug-2021

Abhil Francis

Dear Abhil,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384083641

Applicant ID - 4243973

09-Aug-2021

Abhil Francis

Dear Abhil,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - ITPL_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 18-Aug-2021.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384083641

Abhil Francis

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Reference No. - 1384083641

Abhil Francis

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384083641

Abhil Francis

• General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1384083641

Abhil Francis

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1384083641

Abhil Francis

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

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Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

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- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Abhil Francis

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	11,675	1,40,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	29,075	3,48,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	33,575	4,02,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 09-Aug-2021

Reference No. - 1384083642

Applicant ID - 4244013

09-Aug-2021

Sneha KS

Dear Sneha,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384083642

Applicant ID - 4244013

09-Aug-2021

Sneha KS

Dear Sneha,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - ITPL_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 18-Aug-2021.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384083642

Sneha KS

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Reference No. - 1384083642

Sneha KS

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

: 4:

Reference No. - 1384083642

Sneha KS

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
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- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1384083642

Sneha KS

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
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Remuneration Details

Name : Sneha KS

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

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	Monthly	Annual
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Supplementary Allowance*	11,675	1,40,100
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*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 09-Aug-2021