

Oct 11, 2023

Ishan Kumar Daheriya

H.NO 289, gram panchayat, kodendar, camp-4, Beside government hospital, Kirandul.
Kirandul

SUBJECT: OFFER OF EMPLOYMENT WITH OCWEN FINANCIAL SOLUTIONS PRIVATE LIMITED

Dear Ishan Kumar Daheriya,

Consequent to the interviews, which you have had with Ocwen Financial Solutions Private Limited, we would like to make you the offer for the position of "Associate, 571 Claims Processing" The employment will take effect on **Oct 23, 2023**.

You will be designated, as "Associate, 571 Claims Processing" and your initial posting will be in **Bangalore Vaishnavi Tech Park**.

The terms and conditions governing this employment are given in the Employment Agreement, Employee Intellectual Property Agreement and the details of your compensation and benefits are given in Appendix A. This is just an offer letter and is subject to satisfactory reference and Background verification checks.

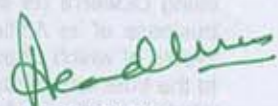
You are required to sign a copy of the agreement by "Oct 11, 2023" as an indication of your accepting the offer of employment.

We look forward to having you on board effective **Oct 23, 2023**.

Regards,



Austin Thomas
Vice President, Human Resources



PRINCIPAL

INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
Sy. No.88, Chembanahalli, Near Dommasanadra Circle,
Sarjapur Road, Bangalore 562 125 INDIA

Ocwen Financial Solutions Private Limited

Corporate Identity Number: U67190KA2000PTC027095

Regd. Office: Unit 501, 5th Floor, South Block, Vaishnavi Tech Park, Survey No.16/1 & 17/2, Ambalipura Village,
Varthur Hobli, Bengaluru East Taluk, Bengaluru-560035, Karnataka, India

Board line No + 91 (80) 69858000

www.Ocwen.com



EMPLOYEE INTELLECTUAL PROPERTY AGREEMENT

This EMPLOYEE INTELLECTUAL PROPERTY AGREEMENT (this "Agreement") is made by and between Ocwen Financial Solutions Private Limited, a company registered under the provisions of the Companies Act, 1956, having its principal place of business at Unit 501, 5th Floor, South Block, Vaishnavi Tech Park, Survey No.16/1 & 17/2, Ambalipura Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru-560035, Karnataka, India ("Ocwen"), and **Ishan Kumar Daheriya**

In consideration of my employment by Ocwen, and the wages or salary and other employee benefits in compensation for my services, I agree that:

1. For the purpose of this Agreement, the following words shall have the following meanings:
 - a. "Affiliate" shall mean any person or entity directly or indirectly controlled by, controlling or under common control with a party.
 - b. "Confidential Information" means information which is disclosed to me, known by me, or generated by me as a consequence of or related to my employment with Ocwen, which is not publicly known outside Ocwen or its Affiliates, and which relates to the existing or reasonably contemplated scope of Ocwen's business (or the business of its Affiliates and/or clients) at the time such information is disclosed to me, known by me, or generated by me. "Confidential Information" is intended to include, but is not limited to, trade secrets, inventions, processes, formulas, systems, computer programs, plans, programs, studies, techniques and business information. For avoidance of doubt, Confidential Information shall include information that is provided to Ocwen or its Affiliates by clients of Ocwen or its Affiliates.
 - c. "Developments" shall be defined as all inventions, whether or not patentable, Confidential Information, computer programs, copyright works, algorithms, processes, patents (and applications therefor), trademarks (and applications therefor) and other intellectual property (collectively, "Works") that (1) are made, conceived, reduced to practice, or authored by me, alone or jointly with others, while employed by Ocwen, whether or not during normal business hours or on Ocwen's (or its Affiliates') premises, that are within the existing or reasonably contemplated scope of Ocwen's business (at the time such Works are made, conceived, reduced to practice or authored) or of the business of Ocwen's Affiliates (at the time such Works are made, conceived, reduced to practice, or authored), or which result from or are suggested by any work I or others may do for or on behalf of Ocwen or its Affiliates; (2) arise from, are based on, or otherwise incorporate or utilize Confidential Information; or (3) are made, conceived, reduced to practice, or authored by me during my employment with Ocwen during business hours or using Ocwen's (or its Affiliates') equipment whether related or unrelated to Ocwen's business or the business of its Affiliates. Notwithstanding anything to the contrary contained in this Agreement, any Works of which I have already conceived prior to my employment with Ocwen (whether or not relating to the business of Ocwen or its Affiliates) shall be excluded from the definition of Developments, if such Works are identified in a writing attached to this Agreement.
2. I will not disclose or induce Ocwen or its Affiliates to use confidential information or trade secrets of others, unless authorized by the owner.
3. During my employment with Ocwen and thereafter, I will treat all Confidential Information as secret and confidential and I will never use or disclose or authorize anyone else to use or disclose such Confidential Information except as is expressly permitted by Ocwen or its Affiliates in performance of my designated duties to Ocwen or its Affiliates. I will diligently protect all Confidential Information against loss by inadvertent or unauthorized use or disclosure. I have no right to use Confidential Information after my employment with Ocwen terminates.
4. All Developments are the property of Ocwen or its Affiliates (as determined by Ocwen) and deemed works made for hire, to the extent applicable. To the extent any Developments and the rights therein do not become the property of Ocwen or its Affiliates by operation of law, I will assign and hereby do irrevocably and perpetually assign to Ocwen all my rights to such Developments in all countries as of the time such rights arise, understanding that Ocwen may be under an obligation to assign such rights to another entity. I agree that I will execute all documentation necessary to document the assignment to Ocwen (or such other entity as specified by Ocwen) of all rights, title and interest in any Developments.

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5. No provision in this Agreement is intended to require assignment of any of my rights in a Work (a) in which no equipment, supplies, facilities, or Confidential Information of Ocwen was used, (b) that was developed entirely on my own time and not on or at any Ocwen premises or the premises of an Ocwen Affiliate, (c) that does not relate to the business of Ocwen (or its Affiliates) or to the actual or anticipated research or development of Ocwen or its Affiliates (at the time such Work is made, conceived, or authored), and (d) that does not result from any work performed by me for Ocwen. Nothing contained in this Agreement is intended to prevent me from using, after termination of my employment with Ocwen, any of my general skills, knowledge, talent, and expertise that I currently have or may develop during my employment with Ocwen.
6. I will promptly submit to the Ocwen Law Department written disclosures of all Developments, whether or not patentable, which are made or conceived by me, alone or jointly with others, while I am employed by Ocwen. If I make, conceive, or develop any Work during my employment for which I do not know whether such Work falls within the existing or reasonably contemplated scope of Ocwen's or its Affiliates' business (at the time such Work is made, conceived, or authored), I will promptly submit to the Ocwen Law Department a written disclosure of such Work so that Ocwen, in its sole reasonable judgment, can determine in good faith whether such Work is a Development.
7. Upon request by Ocwen or its Affiliates, at any time during my employment with Ocwen and thereafter, I will:
 - a. submit to the Ocwen Law Department written disclosures of all Developments made, conceived, or authored by me, alone or jointly with others, while employed by Ocwen; and
 - b. provide proper assistance and review and execute all papers deemed by Ocwen to be necessary to effectuate the intentions of the parties expressed in this Agreement and to develop and preserve legal protection for all Developments in the name of Ocwen (or its Affiliates as determined by Ocwen) without any compensation in addition to the compensation received from Ocwen during my employment with Ocwen except as required by law.
8. All written materials and other tangible objects, including copies, made or compiled by me or made available to me in the course of my employment, shall be the property of Ocwen or its Affiliates and shall be delivered to Ocwen upon termination of my employment or at any other time upon request.
9. The law of India will govern the interpretation, validity and effect of this Agreement without regard to its place of execution or its place of performance. Should I violate this Agreement, inadvertently or otherwise, I acknowledge that irreparable harm will result to Ocwen and its Affiliates, and that Ocwen and its Affiliates shall be entitled to any remedy, legal or equitable, to correct any harm which results from such violation.
10. This Agreement may not be superseded, amended, or modified except by either (a) a written agreement signed by me and a senior vice president of Ocwen or above; or (b) if permitted by law, the issuance of a new or updated official Ocwen policy relating to the subject of this Agreement that is communicated to me via any reasonable medium (including without limitation via electronic mail), which I agree becomes effective by my continued employment at Ocwen after receiving actual or constructive notice of such policy.
11. If any provision of this Agreement is held to be unenforceable for any reason, such provision shall be conformed to prevailing law rather than voided, if possible, in order to achieve the intent of the parties to the extent possible. In any event, if any provision of this Agreement is voided, all other provisions of this Agreement shall be deemed valid and enforceable to the fullest extent possible. If Ocwen decides not to exercise any of its rights under this Agreement or to take no action, against any violation, such decision shall not affect the exercise of such right or taking of any action at another time.
12. There is no agreement or restriction which prevents the performance of my duties under this Agreement, except an agreement with _____ a copy of which is attached hereto. (If there is none, insert "no exception".)


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I acknowledge that I have read and that I understand this Agreement. I understand that to the extent applicable this Agreement remains in effect following my employment with Ocwen. I also understand this Agreement is legally binding upon me and upon my heirs and that this Agreement may be transferred by Ocwen to any of its successors or assigns at any time and without my consent or any notice to me.

By: _____

Date:

Accepted by Ocwen Financial Solutions Private Limited:



Date: Oct 11, 2023

BY: Austin Thomas
TITLE : Vice President, Human Resources

PRINCIPAL
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Himbana Halli, Near Dommasanadra Ch...
... Road, Bangalore 562 125 INDIA



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EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is by and between Ocwen Financial Solutions Private Limited ("the Company") and **Ishan Kumar Daheriya** ("you / Employee"), and is effective from the Employee's date of joining the Company and no later than **Oct 23, 2023** and is made with reference to the following:

The Company desires to employ the services of the Employee, and the Employee is willing to be so employed by the Company.

The terms and conditions of this Agreement are as follows:

1. EMPLOYMENT

The Company hereby employs you, legally known **Ishan Kumar Daheriya** and you accept such employment with the Company commencing on the date mentioned above and contingent to the terms and conditions pertaining to the employment, as given below.

2. DATE OF BIRTH

The date of birth declared by you is **Jan 24, 2002** and you will be bound by such date of birth in all service and working conditions with the Company.

3. DUTIES AND SERVICES

- a. **Duties:** You shall be designated as "**Associate, 571 Claims Processing**" for Ocwen Financial Solutions Private Limited. In the performance of your duties, you shall report directly to your **Manager, MI and Conventional Claims** or any other person that the Company may, in its sole and absolute discretion from time to time designate.
- b. **Exclusive Services:** You are expected at all times faithfully, assiduously and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company. Prior to executing this Agreement and beginning employment with the Company you are expected to be officially relieved from all employment obligations from any prior employers. To the extent you have not been officially relieved by all prior employers, your employment with the Company will be void ab initio and the Company will have no further obligations pursuant to this Agreement.

4. PLACE OF POSTING

While your initial posting will be in **Bangalore Vaishnavi Tech Park** you may at any time be required to travel within India or overseas to perform work or take up assignments. In case of travel on Company business, or your deputation, or travel in connection with your transfer, you will be entitled to be reimbursed for such travel expenses / allowance as may be applicable to an employee in your position at that time subject to the Company's travel reimbursement policy in effect at the time reimbursement is sought.

You may also at any time, be seconded/transferred to or re-appointed in any of Ocwen Financial Solutions Private Limited's subsidiary companies or joint venture companies, as may be formed, on the same terms and conditions as at the time of your secondment/transfer/re-appointment. In such an event you will be required to observe and comply with policies and regulations of the Company to which you are seconded/transferred/re-appointed.

5. COMPENSATION AND BENEFITS

During the term of the employment, the Company shall pay to you the compensation and benefits stated in Appendix A of this Agreement and it is agreed that you will accept the same as payment in full, for all services rendered by you to or for the benefit of the Company in your capacity as **Associate, 571 Claims Processing**. All forms of compensation referred to in this Agreement are subject to deduction of applicable withholding and payroll taxes as may be governed by the laws in force.

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Sarjapur Road, Bangalore 562 125 INDIA



6. PROBATION

You will be on probation for a minimum period of 6 (six) months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three (3) months at the sole discretion of the Company. During the probation period, either party may terminate this Agreement by giving the other party 15 (fifteen) days prior written notice and without assigning any reason. The notice pay that you will be required to pay the Company in lieu of such notice shall be computed on the monthly Gross Salary component only or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes. You will not be entitled to any severance payment as a consequence of termination of employment during the probation period. Employees are eligible to avail leaves after satisfactory completion of one month from the date of joining.

On completion of your probation period, your employment with the company will be deemed confirmed and you will continue to be governed by the terms of your employment agreement. In case of extension of probation period the Company will issue a formal letter to notify the period of extension.

7. TERMINATION

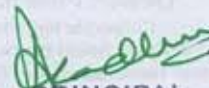
a. Termination for Breach of Code of Conduct

The Company may terminate this Agreement at any time for breach of Code of Conduct with immediate effect, without giving any notice of termination to you, and without paying you any severance. The Code of Conduct shall be deemed as having been breached by any or all of the following:

- i. Police arrest for, or entry of a plea of guilty in a court of competent jurisdiction for any crime involving moral turpitude or offences punishable by imprisonment;
- ii. Commission of an act of fraud, whether prior to or subsequent to the date of employment;
- iii. Continuing, repeated or willful failure or refusal to perform agreed duties in the Company;
- iv. Gross negligence, insubordination or violation of any duty of loyalty to the Company;
- v. Commission of any act which is detrimental to the Company's business or goodwill or in breach of the Company's ethical code of conduct;
- vi. Violation of any other provision of this Agreement or Company Policies and Procedures;
- vii. Providing false information on your application for employment or to the Company at any time during the hiring process;
- viii. Failure to meet the expectations of the job as demonstrated by poor performance or absenteeism;
- ix. Failure to appear for work for three (3) consecutive days without obtaining the Company's approval;
- x. Omission or failure to highlight any information relative to prior employment, which would form part of the evaluation by the Company, to confirm your employment here; and
- xi. Failure to submit the requisite certificates and documentation as prescribed in the Checklist referenced in Appendix B attached hereto, within the pre-defined timelines.
- xii. Failure in alcohol or drug screening test at any time while employed by the Company or violation of Company policy in this regard.

b. Termination at the Company's discretion (post confirmation)

The Company may terminate this Agreement at its sole discretion by providing you with thirty (30) days prior written notice. In lieu of written notice, the Company shall only be required to pay you a maximum notice pay equal to one (1) month of **Gross Salary component only** or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes.


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Varthur Hobli, Bengaluru East Taluk, Bengaluru-560035, Karnataka, India

Board line No + 91 (80) 69858000

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OCWEN
APPENDIX A

Name : Ishan Kumar Daheriya
Designation : Associate, 571 Claims Processing
Location : Bangalore

NOTE:

	Annual (INR)	Monthly (INR)
Basic Salary	196,000	16,333
House Rent Allowance (HRA)	9,800	817
Basket of Allowances (BoA)	12,252	1,021
Advance Statutory Bonus	16,800	1,400
Total Fixed Pay (A)	234,852	19,571
Employer's Contribution		
Gratuity*	9,428	
Provident Fund	23,520	1,960
Insurance Premium*	32,800	
Total Employer's Contribution (B)	65,748	5,479
Total Gross Pay (A+B) = (C)	300,600	25,050
Miscellaneous Allowances		
Remote Working Support	12,000	1,000
Shift Allowance	11,650	971
Total Miscellaneous Allowances (D)	23,650	1,971
Total Target Pay (TTP) (C+D)	324,250	27,021
*Estimated Value		



Ishan Kumar Daheriya
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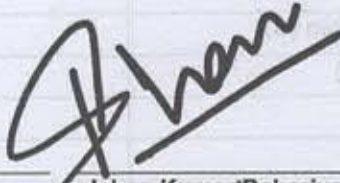


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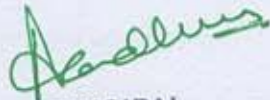
NOTE:

- All applicable allowances will be paid as per eligibility and policy guidelines.
- You can determine Basket of Allowances (BoA) using flexible components. Please check the payroll portal for more information.
- Gratuity will be paid as per provisions under the prevailing regulations. Eligibility on completion of 5 years of employment with the company.
- Insurance eligibility is as per policy guidelines. Please check the policies on the Ocwen intranet to know more. Personal accident insurance coverage is applicable for employee only and is up to 3 times of Annual Total Target Pay (TTP). Medical insurance is applicable for employee & 3 immediate dependents up to INR 400,000.
- Remote Working Support will be paid only during the time that you work from home. It would be revoked, if in the future, you work from office.
- Shift allowance will be paid as per eligibility in accordance with the Shift allowance policy. In case of any changes in shift schedule within a pay period, the payout will be apportioned to that effect.
- You must be a full time employee on the date of ICP payment. Termination due to violation of company policy will lead to ineligibility for ICP.


Austin Thomas
Vice President, Human Resources


Ishan Kumar Daheriya
Associate, 571 Claims Processing




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c. Termination at the Employee's discretion (post confirmation)

You may terminate this Agreement by providing the Company with thirty (30) days prior written notice, after confirmation of your services in the Company. The notice pay that you will be required to pay the Company in lieu of such notice shall be computed on the monthly Gross Salary component only or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes. At the time of termination, the Company may require you to complete any assignment or assignments on which you were working to the satisfaction of the Company before relieving you from your services.

d. Full and Final Settlement

No later than fifteen (15) days from the day you leave the services of the Company, you must settle all amounts and dues you owe to the Company and get the No Dues clearance from the appropriate functions. You must then submit the No Dues clearance to Human Resources for Full and Final Settlement. If you fail to take these steps within fifteen (15) days from the day you leave the services of the Company, Full and Final settlement will be deemed incomplete and the Company will close its records.

8. BACKGROUND VERIFICATION

You will be required to undergo a mandatory Background Verification (herein after referred to as BGV), which includes among other things, Identity check, Work Experience verification, Gap Verification, Educational and Professional qualifications, Address verification, Criminal record database check and drug test. Some or all of these checks may be conducted before your date of joining the Company. Successful completion of all checks as part of BGV, whether pre or post joining, is a prerequisite to start or continuation of your employment respectively. If the BGV report returns negative, the Company may terminate this agreement for BGV failure with immediate effect, without giving any notice of termination of your services to you, and without paying you any severance.

9. NON-LIABILITY OF THE COMPANY

If this Agreement is terminated by you or the Company for any reason whatsoever, you shall not be entitled to any action or claim against the Company before any court or arbitrator, on the grounds of wrongful termination of employment, or any other grounds whatsoever.

10. USE AND NON-DISCLOSURE AGREEMENT

All information, documents and data pertaining to the Company's business and work processes, inventions, customers, tools and machines or any other information proprietary to the Company and its subsidiary companies or associated companies, which have been given to you or gathered by you during the course of your employment, may not be disclosed to a third party, either during or after your employment, unless specifically approved by the Company in writing.

Upon termination of this Agreement, all such documents, records and writings relating to the Company, which are in your possession, shall be treated as specified under Section 9.

In addition to the above, you shall be bound by the terms and conditions as given in the Intellectual Property Agreement ("IPA"), which is incorporated herein by reference.

11. COMPANY PROPERTY

The Company will provide you with infrastructure and tools as deemed necessary and in the management's sole and absolute discretion, for carrying out your duties. All such tools provided by the Company will be the property of the Company and the Company will be responsible for regular maintenance, unless specified otherwise. All such property of the Company that is given to you, shall be returned to the designated person in the Company, upon the termination of this Agreement and prior to the effective last date of your employment in the Company.

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12. OWNERSHIP OF INTELLECTUAL PROPERTY/ INVENTIONS

The Company shall have proprietary, patent and copyright rights over all inventions, discoveries, improvement in business processes or any other intellectual property pertaining to the business of the Company, that are made by you during the duration of employment and which will be related directly or indirectly to the business of the Company. You are required to inform the Company regarding such inventions made by you and you agree that any compensation made to you on this count will be at the sole discretion of the Company. The Company will bear all expenses that may be incurred in the course of securing the above-mentioned rights.

13. NON-COMPETITION CLAUSE

For a period of 1 year after the termination of your employment with the Company, you will not directly or indirectly be associated with, manage, or advise a Company or firm that is in the same business as the Company, unless with the specific written approval of Human Resources.

After termination of your employment with the Company, you agree not to hire the services of any individual employed with the Company, either on a permanent or a temporary basis, to directly or indirectly promote the business of any new company or concern you may be associated with.

14. MISCELLANEOUS

- a. The clauses, terms and agreements, mentioned in this Agreement are applicable only to the Employee legally known as **Ishan Kumar Daheriya** and whose signature is appended to this Agreement.
- b. This Agreement supersedes all prior and existing agreements, both oral and written, between the Company and you, concerning employment in the Company, and may be modified only by a document, which has been signed by both parties.
- c. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including those relating to conduct, discipline, benefits, salary review, retirement, and any other matters as though these rules, regulations and orders were a part of this Agreement. Such policies, rules, and regulations may be subjected to alteration and amendment.
- d. In the event that your duties require you to represent the Company or liaise with legal or government authorities for Company related business matters, you are expected to adhere to the law of the country as well as the ethical code of conduct that is defined by the Company. It shall be your responsibility to be aware of the prevailing laws that govern such matters.
- e. The failure of either party at any point in time to enforce adherence by the other party, to any clause or condition of this Agreement shall in no way affect such party's rights thereafter to enforce the same, nor shall the waiver by either party of any breach of any clause or condition for a specific purpose, be deemed to be a permanent waiver of the aforementioned clause or condition thereafter.
- f. Notices: All notices, consents and other communications to you shall be in the English language and in writing. All notices from you shall be to the Senior Manager, Corporate Recruiting Ocwen Financial Solutions Private Limited, and shall be in the English language and in writing. Such notices shall be deemed to have been given and received; either when delivered by hand, or by registered post and an acknowledgement is received from you in writing, in both cases, to the appropriate addresses as recorded in the records of the Company.
- g. If the employee voluntarily resigns within two years from date of joining, employee will be required to repay all expenses incurred by Ocwen i.e. Joining bonus, Notice period buyout & Relocation payments. The amount so recovered, shall be inclusive of all applicable taxes:
 - Within 12 months of date of joining / transfer, 100% of the expenses must be repaid.
 - Between 12 and 24 months from date of joining / transfer, 50% of the expenses must be repaid.
- h. Annual Incentive Plan (AIP) and variable components, agreed on your employment agreement, will be paid to eligible employees who are actively on roll and not serving notice as on the date of AIP payout. Any voluntary or involuntary termination before the date of AIP payout shall not be eligible to receive such payments as part of their full and final settlement.

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15. APPLICABLE LAW

This Agreement is made with reference to the law of India and the appropriate court in Bangalore will be the jurisdiction for all legal governance.

16. WORKING CONDITIONS

You will be required to work required number of hours per week as defined by the Company from time to time. You will be governed by all HR policies and working conditions for the Company's India operations, as and when they will come into force.

17. LANGUAGE OF COMMUNICATION

The language for communication for all written instruments, notices and documents between you and the Company will be English.

DECLARATION BY: [Ishan Kumar Daheriya]

I have carefully read and understood the terms of this Agreement including Appendices A and B attached hereto and accept the same unconditionally. I agree to be bound by rules and regulations of the Company as may be amended from time to time.

EMPLOYEE:

SIGNATURE: _____
BY: Ishan Kumar Daheriya
DATE:

OCWEN FINANCIAL SOLUTIONS PRIVATE LIMITED:

SIGNATURE: _____
BY: Austin Thomas
TITLE: Vice President, Human Resources
DATE: Oct 11, 2023



Austin Thomas
PRINCIPAL
INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
Sy. No.88, Chembanshalli, Near Dommasandra Circle,
Sarjapur Road, Bangalore 502 125 INDIA





APPENDIX B

CHECKLIST OF DOCUMENTS

- A. Document to be submitted within 15 days of offer extension:
 - 1. Copy of Resignation letter to current employer
- B. Documents to be submitted on or before date of Joining:
 - 2. School & Graduation Certificates (as declared in the employment application);
 - 3. Service Certificate of all prior employers
 - 4. Relieving letters of Last employer
 - 5. Last drawn Pay slip
 - 6. Latest tax computation (form 12 B)
 - 7. PAN (Permanent Account Number) details
 - 8. Aadhaar Card details
 - 9. Passport size photographs - x 4 nos.
 - 10. Proof of identity- Passport copy, Driving license, Voters id, Photo PAN card, Photo Ration card
 - 11. Proof of address- Copy of passport, Voter's id, Driving License, Ration Card, LIC Policy, Electricity Bill, Telephone Bill(Land Line/Postpaid mobile connection bills)
 - 12. Copies of any other certificates declared by you, while gaining employment with the Company.

All the above certificates originals for verification and a set of photocopies must be submitted as per pre-defined timelines communicated to you.

[Faint signature and stamp]



[Handwritten signature]
PRINCIPAL

INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
Sy. No.88, Chembanahalli, Near Dommasanadra Circle,
Sarjapur Road, Bangalore 562 125 INDIA