



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
MANAGEMENT STUDIES**

5.2.1 - Criterion No. V

5.2.1 Number of placement of outgoing students during the year




BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND MANAGEMENT STUDIES

5.2.1.1 Number of outgoing students placed during the year

1	Aayushi Jain
2	Adithya Shetty
3	Aditya Singh
4	Ashley Vadakken
5	Atharva Shetty
6	Avishkar Singh
7	Disha Shetty
8	Janvi Bhanushali
9	Kapil Wadle
10	Mahek Ganatra
11	Muskan Khan
12	Nidhi Shetty
13	Pranit Shetty
14	Prathamesh Tiwari
15	Priti Zha
16	Rishi Shetty
17	Rishikesh Chari
18	Rohan Gutam
19	Safiya Khatri
20	Saloni Waykar
21	Shalini Jha
22	Shruti Shetty
23	Tejashree Paraskar
24	Trisha Panchal
25	Vishal Shetty




PRINCIPAL
Bunts Sangha's S. M. Shetty College
of Science, Commerce & Management Studies
Powai, Mumbai - 400 076.
Tel.: 022 - 6132 7352
Email : college@smshettyinstitute.org

14-03-2024

Aayushi Jain

Mumbai

Letter of Intent

Dear Aayushi Jain,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

We are dedicated to our core philosophies of **Customer First** and **Employee First**. This has led to us being recognized as **India’s Best 100 Companies to Work For 2021** by Great Place to Work Institute and also recognized as **India’s Best Workplaces for Women 2021**.

IndiaFirst Life prides itself in being an equal opportunity employer. We embrace diversity, are driven by meritocracy, and fueled by innovation.

We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

We offer you to become part of the induction process leading to becoming a proud employee of IndiaFirst Life. The key terms and conditions of this process are as set out in this letter:

1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

- i) **Assessment Internship;**
 - a. In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
 - b. During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
 - c. During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - d. Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
 - e. The above conditions will be considered as successful internship on completion of below 3 criteria's;
 - i. Successful completion internship training & assessment.
 - ii. Clearance of graduation and
 - iii. upload of mandatory documents
 - f. During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
 - g. If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
 - h. If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.
- ii) **Appointment:**
 - a. Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
 - b. The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - c. The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - d. If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - e. Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - f. Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
 - g. Upon appointment, you will be entitled to the following benefits:
 - i. Salary under Cost-to-Company structure, with an initial CTC of Rs. 2.75 lacs per annum;
 - ii. Fringe benefits such as Group Term Insurance, Group Personal Accident Scheme, Medclaim Insurance etc., as the policies of the Company.
 - iii. Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

During the continuation of your internship or employment, or even thereafter, you will maintain absolute confidentiality with respect to any data, process or any vital business information about the Company that you may come across during your association with the Company. Any breach of this clause shall be viewed very seriously and appropriate action shall be taken as deemed necessary.

4. Medical Fitness

During your Internship, the Company may seek your declaration of medical fitness to manage the job to be assigned to you after your employment. In case of any adverse findings, the Company reserves the right not to issue an Offer-cum-Appointment Letter.

5. General

- a) This letter shall not be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and condition of this offer and the Company shall have the right to revoke this offer without cause and without prior notice up to any time prior to your joining as an Intern.
- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

Acceptance of this letter and all future correspondence should be addressed confidentially to Human Capital Team

IndiaFirst Life Insurance Company

Ltd. 13th Floor, North [C] wing,
Tower 4, Nesco IT Park, Nesco Center,
Western Express Highway, Goregaon
(East), Mumbai - 400 063

IndiaFirst Life Insurance Company Ltd

12th and 13th Floor, North [C] Wing, Tower 4, Nesco IT Park, Nesco Center,
Western Express Highway, Goregaon (East), Mumbai - 400063.

T +91 22 6165 8700 F +91 22 6857 0600

www.indiafirstlife.com

CIN: U66010MH2008PLC183679

PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Aditya Singh

Mumbai

Letter of Intent

Dear Aditya Singh,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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 - During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
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 - Successful completion internship training & assessment.
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 - During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
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 - The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
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2. Background Checks

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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Ashley Vadakken

Mumbai

Letter of Intent

Dear Ashley Vadakken,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Atharva Shetty

Mumbai

Letter of Intent

Dear Atharva Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Disha Shetty

Mumbai

Letter of Intent

Dear Disha Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

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- In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
 - During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
 - During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
 - The above conditions will be considered as successful internship on completion of below 3 criteria's;
 - Successful completion internship training & assessment.
 - Clearance of graduation and
 - upload of mandatory documents
 - During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
 - If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
 - If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.
- ii) **Appointment:**
- Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
 - The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
 - Upon appointment, you will be entitled to the following benefits:
 - Salary under Cost-to-Company structure, with an initial CTC of Rs. 2.75 lacs per annum;
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 - Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

During the continuation of your internship or employment, or even thereafter, you will maintain absolute confidentiality with respect to any data, process or any vital business information about the Company that you may come across during your association with the Company. Any breach of this clause shall be viewed very seriously and appropriate action shall be taken as deemed necessary.

4. Medical Fitness

During your Internship, the Company may seek your declaration of medical fitness to manage the job to be assigned to you after your employment. In case of any adverse findings, the Company reserves the right not to issue an Offer-cum-Appointment Letter.

5. General

- a) This letter shall not be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and condition of this offer and the Company shall have the right to revoke this offer without cause and without prior notice up to any time prior to your joining as an Intern.
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- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

Acceptance of this letter and all future correspondence should be addressed confidentially to Human Capital Team

IndiaFirst Life Insurance Company

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CIN: U66010MH2008PLC183679

PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Janvi Bhanushali

Mumbai

Letter of Intent

Dear Janvi Bhanushali,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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PROMOTED BY



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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Muskan Khan

Mumbai

Letter of Intent

Dear Muskan Khan,

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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Nidhi Shetty

Mumbai

Letter of Intent

Dear Nidhi Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Priti Zha

Mumbai

Letter of Intent

Dear Priti Zha,

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 - iii. Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

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4. Medical Fitness

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5. General

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- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

Acceptance of this letter and all future correspondence should be addressed confidentially to Human Capital Team

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CIN: U66010MH2008PLC183679

PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Saloni Waykar

Mumbai

Letter of Intent

Dear Saloni Waykar,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

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Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

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 - a. In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
 - b. During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
 - c. During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - d. Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
 - e. The above conditions will be considered as successful internship on completion of below 3 criteria's;
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 - ii. Clearance of graduation and
 - iii. upload of mandatory documents
 - f. During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
 - g. If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
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- ii) **Appointment:**
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 - b. The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - c. The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - d. If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - e. Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Shalini Jha

Mumbai

Letter of Intent

Dear Shalini Jha,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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 - f. During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Shruti Shetty

Mumbai

Letter of Intent

Dear Saloni Shruti Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Tejashree Paraskar

Mumbai

Letter of Intent

Dear Tejashree Paraskar,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Adithya Shetty

Mumbai

Letter of Intent

Dear Adithya Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

We are dedicated to our core philosophies of **Customer First** and **Employee First**. This has led to us being recognized as **India’s Best 100 Companies to Work For 2021** by Great Place to Work Institute and also recognized as **India’s Best Workplaces for Women 2021**.

IndiaFirst Life prides itself in being an equal opportunity employer. We embrace diversity, are driven by meritocracy, and fueled by innovation.

We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

We offer you to become part of the induction process leading to becoming a proud employee of IndiaFirst Life. The key terms and conditions of this process are as set out in this letter:

1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

i) **Assessment Internship;**

- a. In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
- b. During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
- c. During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
- d. Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
- e. The above conditions will be considered as successful internship on completion of below 3 criteria's;
 - i. Successful completion internship training & assessment.
 - ii. Clearance of graduation and
 - iii. upload of mandatory documents
- f. During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
- g. If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
- h. If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.

ii) **Appointment:**

- a. Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
- b. The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
- c. The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
- d. If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
- e. Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
- f. Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
- g. Upon appointment, you will be entitled to the following benefits:
 - i. Salary under Cost-to-Company structure, with an initial CTC of Rs. 2.75 lacs per annum;
 - ii. Fringe benefits such as Group Term Insurance, Group Personal Accident Scheme, Mediclaim Insurance etc., as the policies of the Company.
 - iii. Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

During the continuation of your internship or employment, or even thereafter, you will maintain absolute confidentiality with respect to any data, process or any vital business information about the Company that you may come across during your association with the Company. Any breach of this clause shall be viewed very seriously and appropriate action shall be taken as deemed necessary.

4. Medical Fitness

During your Internship, the Company may seek your declaration of medical fitness to manage the job to be assigned to you after your employment. In case of any adverse findings, the Company reserves the right not to issue an Offer-cum-Appointment Letter.

5. General

- a) This letter shall not be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and condition of this offer and the Company shall have the right to revoke this offer without cause and without prior notice up to any time prior to your joining as an Intern.
- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

Acceptance of this letter and all future correspondence should be addressed confidentially to Human Capital Team

IndiaFirst Life Insurance Company

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Western Express Highway, Goregaon
(East), Mumbai - 400 063

IndiaFirst Life Insurance Company Ltd

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CIN: U66010MH2008PLC183679

PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Avishkar Singh

Mumbai

Letter of Intent

Dear Avishkar Singh,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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 - Clearance of graduation and
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 - During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
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 - If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.
- ii) **Appointment:**
- Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
 - The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
 - Upon appointment, you will be entitled to the following benefits:
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 - Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

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- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

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PROMOTED BY



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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Kapil Wadle

Mumbai

Letter of Intent

Dear Kapil Wadle,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Mahek Ganatra

Mumbai

Letter of Intent

Dear Mahek Ganatra,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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PROMOTED BY



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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Pranit Shetty

Mumbai

Letter of Intent

Dear Pranit Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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 - During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
 - If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
 - If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.
- ii) **Appointment:**
- Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
 - The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
 - Upon appointment, you will be entitled to the following benefits:
 - Salary under Cost-to-Company structure, with an initial CTC of Rs. 2.75 lacs per annum;
 - Fringe benefits such as Group Term Insurance, Group Personal Accident Scheme, Mediclaim Insurance etc., as the policies of the Company.
 - Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

During the continuation of your internship or employment, or even thereafter, you will maintain absolute confidentiality with respect to any data, process or any vital business information about the Company that you may come across during your association with the Company. Any breach of this clause shall be viewed very seriously and appropriate action shall be taken as deemed necessary.

4. Medical Fitness

During your Internship, the Company may seek your declaration of medical fitness to manage the job to be assigned to you after your employment. In case of any adverse findings, the Company reserves the right not to issue an Offer-cum-Appointment Letter.

5. General

- a) This letter shall not be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and condition of this offer and the Company shall have the right to revoke this offer without cause and without prior notice up to any time prior to your joining as an Intern.
- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
- c) Your address mentioned in this letter will be treated as the correct address for sending any communication to you and, unless changed by a written intimation by you, the Company shall not be liable in case of non-delivery of any communication to you.

Acceptance of this letter and all future correspondence should be addressed confidentially to Human Capital Team

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CIN: U66010MH2008PLC183679

PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Prathamesh Tiwari

Mumbai

Letter of Intent

Dear Prathamesh Tiwari,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

We are dedicated to our core philosophies of **Customer First** and **Employee First**. This has led to us being recognized as **India’s Best 100 Companies to Work For 2021** by Great Place to Work Institute and also recognized as **India’s Best Workplaces for Women 2021**.

IndiaFirst Life prides itself in being an equal opportunity employer. We embrace diversity, are driven by meritocracy, and fueled by innovation.

We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

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1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

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 - a. In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
 - b. During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
 - c. During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - d. Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
 - e. The above conditions will be considered as successful internship on completion of below 3 criteria's;
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 - ii. Clearance of graduation and
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 - f. During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
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PROMOTED BY



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We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Rishi Shetty

Mumbai

Letter of Intent

Dear Rishi Shetty,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

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 - iii. Paid leave as per the policies of the Company.

2. Background Checks

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PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Rishikesh Chari

Mumbai

Letter of Intent

Dear Rishikesh Chari,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

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1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

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 - c. During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Rohan Gutam

Mumbai

Letter of Intent

Dear Rohan Gutam,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

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- b) Prior to your joining date, you will be required to complete all necessary documentation and provide any additional information requested by the HR department.
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IndiaFirst Life Insurance Company

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www.indiafirstlife.com

CIN: U66010MH2008PLC183679

PROMOTED BY



Please note that you are expected to keep the amount of stipend or future salary package indicated in this letter strictly confidential and not share the same with anybody except with your very close family members.

We look forward to your joining our team for a long and pleasant association.

Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Safiya Khatri

Mumbai

Letter of Intent

Dear Safiya Khatri,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

We are dedicated to our core philosophies of **Customer First** and **Employee First**. This has led to us being recognized as **India’s Best 100 Companies to Work For 2021** by Great Place to Work Institute and also recognized as **India’s Best Workplaces for Women 2021**.

IndiaFirst Life prides itself in being an equal opportunity employer. We embrace diversity, are driven by meritocracy, and fueled by innovation.

We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

We offer you to become part of the induction process leading to becoming a proud employee of IndiaFirst Life. The key terms and conditions of this process are as set out in this letter:

1. Stages of Induction:

Your induction into IndiaFirst Life as an employee shall be made in the following two stages:

- i) **Assessment Internship;**
- In this stage, you will be provided an opportunity to undergo an assessment internship of minimum 1 month.
 - During this internship, you will get an opportunity to closely observe the functioning of various departments of the Company and have some practical experience of actual working environment. You will meticulously follow workplace etiquettes and discipline during your Internship.
 - During the Internship Period, you will be paid a fixed stipend of Rs. 15,200/- per month. No other payment or benefits shall be provided to you during this period. Applicable professional tax shall be deducted as per law.
 - Upon successful completion of this internship, the Company, at its sole discretion, may make an offer to you to take up an employment with the Company at the grade of Executive.
 - The above conditions will be considered as successful internship on completion of below 3 criteria's;
 - Successful completion internship training & assessment.
 - Clearance of graduation and
 - upload of mandatory documents
 - During the Internship Period, you may, at any time, choose to exit the internship by sending a written communication to the Company. Similarly, the Company may terminate the Internship at any time on the ground of misconduct or non-suitability by sending a written notice and paying you a pro-rated stipend for seven days.
 - If you do not successfully complete the internship, you will be deemed to have exited the induction process at the end of the Internship Period.
 - If you do not join this Internship on 3rd'May'2024 or on such other extended date, as the Company may specifically communicate to you in writing, you will not be included in the induction process.
- ii) **Appointment:**
- Upon successful completion of the Assessment Internship, completion of graduation degree and submission of all mandatory documents as requested by the Company, the Offer-Cum-Appointment Letter may be used to you whereby an offer of employment may be provided to you.
 - The Offer-Cum-Appointment Letter shall contain the detailed terms and conditions of your appointment.
 - The acceptance of the offer of employment may be communicated to the Company in writing within seven days of the receipt of such offer.
 - If the Company does not receive your acceptance within the aforesaid period seven days, the Offer-cum-Appointment Letter shall automatically stand withdrawn.
 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
 - Upon appointment, you will be entitled to the following benefits:
 - Salary under Cost-to-Company structure, with an initial CTC of Rs. 2.75 lacs per annum;
 - Fringe benefits such as Group Term Insurance, Group Personal Accident Scheme, Medclaim Insurance etc., as the policies of the Company.
 - Paid leave as per the policies of the Company.

2. Background Checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and your appointment will be conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer/ or terminate the Assessment Internship or employment, as the case may be, at any time.

3. Confidentiality

During the continuation of your internship or employment, or even thereafter, you will maintain absolute confidentiality with respect to any data, process or any vital business information about the Company that you may come across during your association with the Company. Any breach of this clause shall be viewed very seriously and appropriate action shall be taken as deemed necessary.

4. Medical Fitness

During your Internship, the Company may seek your declaration of medical fitness to manage the job to be assigned to you after your employment. In case of any adverse findings, the Company reserves the right not to issue an Offer-cum-Appointment Letter.

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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I shall join the Assessment Internship with IndiaFirst Life Insurance Company on _____

Signature:.....

Date:

14-03-2024

Trisha Panchal

Mumbai

Letter of Intent

Dear Trisha Panchal,

Congratulations! You have been selected for induction into the team of IndiaFirst Life Insurance Company Limited (“IndiaFirst Life” or “Company”)! You’ll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here’s a little more about us. Headquartered in Mumbai, we’ve been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life’s strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

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 - Your employment with the Company shall be subject to the terms of the Offer-Cum-Appointment Letter.
 - Upon appointment, you will be initially posted as per available positions and you will also be liable to be transferred to any location within India.
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2. Background Checks

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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date:

14-03-2024

Vishal Shetty

Mumbai

Letter of Intent

Dear Vishal Shetty,

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Sincerely yours,

For IndiaFirst Life Insurance Company Limited

Acknowledgement & Acceptance

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Signature:.....

Date: