

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words.

School of Management Sciences, Lucknow started in the year 2008 with the aim of **achieving Academic Excellence and providing a journey of College to Corporate to the students**. As enshrined in the Vision and Mission statements the aim is to prepare students to become capable professionals embarked on the journey of life based on ethical and moral attributes. The students are constantly reminded about the importance of knowledge, virtue, courage, righteousness and an adventurous spirit in their journey of life. The Institute also aims at vitalizing the learning skills with a focus on futuristic demands and professionalizing the teaching and learning process.

With this goal in mind, the Institute **focuses on promotion of Human Values**, encourages growth of personality and character, and empowers students to successfully face the challenges of life through quality education. The Institute aims at **instilling a sense of self-discipline and accountability** among students and **developing respect for democratic, ethical, and moral values**. It becomes the duty of the Institute to provide necessary training and polish their skills and expertise and make them ready for the corporate.

The Process:

- In order to translate the goals into reality, the various Committees, Cells, and Clubs contribute to equip the students with necessary skills that enhance their overall personality. The Institute has a well established **Training & Placement Cell** under which the professional trainers impart structured **Employability Enhancement Program (EEP)** and soft skills training to the students of professional programs. This T&P Cell ensures that the students are well trained and prepared to face their campus interviews effectively. The Placement Cell has adopted an effective communication system to keep the students informed about potential job opportunities and guide them from time to time. Training is imparted to the students of the PG programs right from the first year and in technical programs from the second year in soft skills, aptitude and technical skills.
- The academic and placement processes are complemented with various **co-curricular activities** to enhance the knowledge of the students beyond traditional classroom teaching. Interaction with peers and alumni during symposia and technical fest has been a vital aspect of education experience of our students. Students are exposed to new experiences and perspectives of the corporate world in the classroom through **case study sessions, field trips, educational tours, industry visits, internships and live projects**. Providing opportunities to listen to industry experts and eminent personalities during **conferences, seminars, workshops, and guest lectures, and special talks** offer powerful learning experiences about work ethics and business practices. Students also work under the Sir C V Raman Research and Innovation Centre of SMS to **create meaningful and innovative Projects** which are showcased in various science exhibitions and have been duly awarded by DST and AKTU. One of the projects of the design of Air Engine for motorbike that runs on air has been patented and also features in the Limca Book of Records. This has given considerable motivational impetus to practical learning among the students.
- **Value-added courses and certifications** on relevant topics bridge the gap between the universities governed syllabi and the requirements of the industry. Students experience personalized learning and our distinguished faculty members offer right balance of learning

combined with practical knowledge. Our efforts are towards helping students not only to thrive in volatile times, but also attain individual excellence.

- To bring out the concealed talents of the students the Institute regularly conducts various **extra-curricular activities and cultural events** under the Hobby Clubs and the Students Club. Debates, discussions, essay-writing, photography, quiz, dance, singing, poster-making, rangoli competitions etc. are some such activities where students get an opportunity to exhibit their hidden talents. Besides the Club activities the organizing of **Fresher's Function** (Aagman), Annual Day, **Annual Sports** and **Farewell Functions** give a vent to the students pent-up energy and creates an atmosphere of positivity.
- The Institute has provided **best possible facilities in terms of infrastructure** for teaching, learning and sports activities to make a student compete in all dimensions. The Classrooms, Laboratories, Conference Halls, Multi-purpose Hall, Libraries, Gymnasium and Administrative Office are highly conducive to the overall academic environment.
- The background of utter selfless social service has given a distinctive ethical crusading characteristic to the Institute. Various extension and outreach activities are conducted by the institute as part of **Institutional Social Responsibility**. In order to foster a spirit of togetherness, and selfless service to the society the students, and employees of the institute participate in such activities like blood donation camps, food packet distribution to the needy, blanket distribution to orphanages, old clothe distribution in the slums, conducting cleanliness and hygiene drives in neighbouring villages, etc. **All such activities are a true practical learning of human values, ethics, responsible citizenship, etc. for the students.**
- **Academic and administrative planning** and execution are well coordinated by the IQAC for a smooth progress, and fulfil the development objectives, directives, and specific plans for the same. For coordination and communication between the Director and the faculty, as well as among the members of the faculty and non-teaching staff, ICT tools are in place like SMS Internal Communication through emails and WhatsApp groups that play a significant role in unifying all stakeholders.

Evidence of Success:


- The percentages of students placed are rising every year. There have been over 98% placements in the PG Programs, over 70% placements in the technical programs and over 60% placements in the UG Management and Commerce programs.
- The highest package offered to students has increased from 6 lakhs pa to 10 lakhs pa. The average salary drawn has also gone up to 4.5 lakhs.
- Many students have participated and won prizes in inter-institute competitions.
- SMS secured the first position for innovation and start-up projects in the Dr. Kalam Entrepreneurship League among 615 participating colleges of AKTU in the year 2018.

SCHOOL OF MANAGEMENT SCIENCES LUCKNOW

SUPPORTING DOCUMENT FOR 7.3. 1

Comparative Analysis of Placement (Previous 4 Years)												
Course	Total Placed Percentage				Maximum Salary (in Lac per annum)				Average Salary (in Lac per annum)			
	2017-18	2018-19	2019-20	2020-21	2017-18	2018-19	2019-20	2020-21	2017-18	2018-19	2019-20	2020-21
MBA	77%	90%	70%	90%	6	7	10	10	4.2	4.5	4	4.5
PGDM												
B.Tech.	68%	70%	62%	70%	4	10	10	10	2.5	3	3	4
UG Courses of Lucknow University (BBA/B.Com./B.Com.H/B.Sc./BCA/B.Voc.)	60%	67%	60%	70%	3	3	3.65	10	2.4	2.4	2.4	3


Director
 School of Management Sciences
 Lucknow


 (Jyendra Srivastava)
 G.O. - Corporate Affairs

8/16/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU's



Placement Cell SMS Lucknow <placement@smslucknow.com>

Fwd: Interview Result at BYJU's

1 message

Atharv Gupta <atharvgupta0210@gmail.com>
To: Placement Cell SMS Lucknow <placement@smslucknow.com>

Sun, Aug 15, 2021 at 10:34 AM

----- Forwarded message -----
From: Disha Singh <disha.singh@byjus.com>
Date: Sat, 14 Aug, 2021, 6:55 pm
Subject: Interview Result at BYJU's
To: <atharvgupta0210@gmail.com>



Congratulations

Dear Atharv Gupta,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/24/2021

Role Location : Lucknow

Sales Circle Location : Lucknow

BDT Training Location : Bengaluru (or WFH)

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: **INR 10 LPA** (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it upto a maximum of 2 weeks. The first 2 weeks of this training will be classroom training followed by 4 weeks of "On-the-Job Training", both conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA). Once you have become a BDA, you will be posted in the Role Location and will be working out of the Sales Circle Location assigned to you.

Further details:

<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1708134345876636493&siml=msg-f%3A17081343458...> 1/3

Director
School of Management Sciences
Lucknow

8/16/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S

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1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
5. Business formal or business casual attire is mandatory during work hours.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGf5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

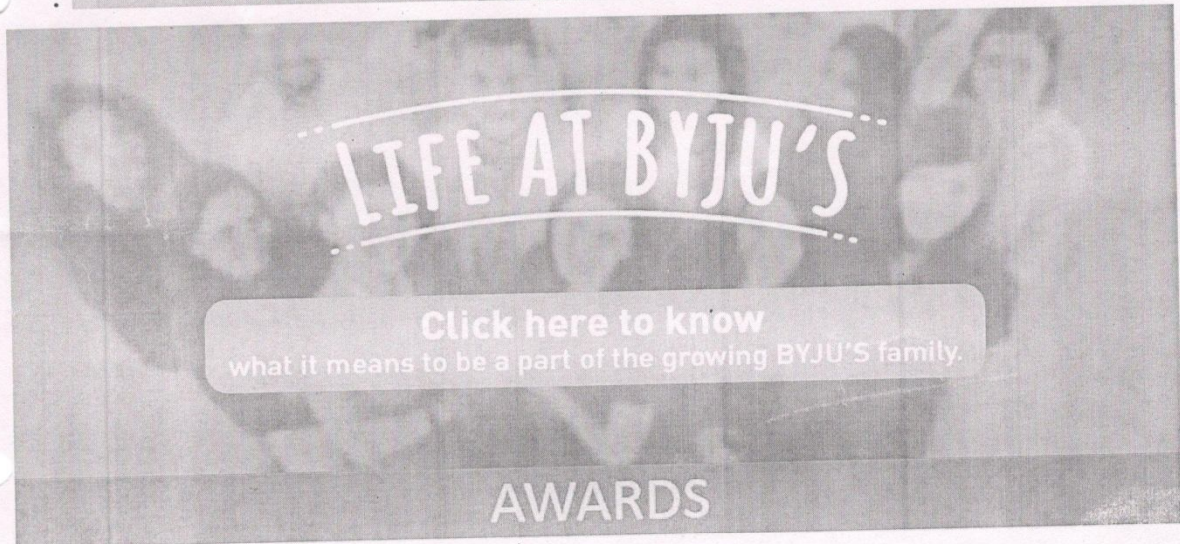
Regards,

Team BYJU'S


Director
School of Management Sciences
Lucknow

8/16/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)



Education
Company Of
The Year 2016



Winner of
SuperStartups
2017

Deloitte

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW

ET Now Education Excellence Award (2019)



Winner of
Established Education App of
the Year (2017)



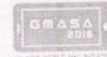
Winner of Google Play's
"Best Self Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

[Handwritten Signature]

Director
School of Management Sciences
Lucknow

<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1708134345876636493&simpl=msg-f%3A17081343458...> 3/3

8/14/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S



Placement Cell SMS Lucknow <placement@smslucknow.com>

Fwd: Interview Result at BYJU'S

1 message

Rohit Gupta <rohitguptaa314@gmail.com>
To: Placement Cell SMS Lucknow <placement@smslucknow.com>

Sat, Aug 14, 2021 at 2:40 PM

----- Forwarded message -----

From: **Mruganshi Ketanbhai Thakkar** <mruganshi.thakkar@byjus.com>
Date: Sat, Aug 14, 2021, 11:57 AM
Subject: Interview Result at BYJU'S
To: <rohitguptaa314@gmail.com>



Dear Rohit Kumar Gupta,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/24/2021

Role Location : Varanasi

Sales Circle Location : Sonbhadra

BDT Training Location : Bengaluru (or WFH)

Joining Location Address: **Bangalore**: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

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<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1708059277563746754&siml=msg-f%3A17080592...> 1/3


Director
School of Management Sciences
Lucknow

8/14/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S

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Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

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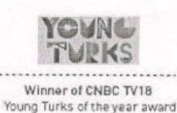
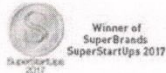
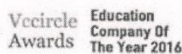
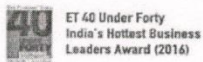
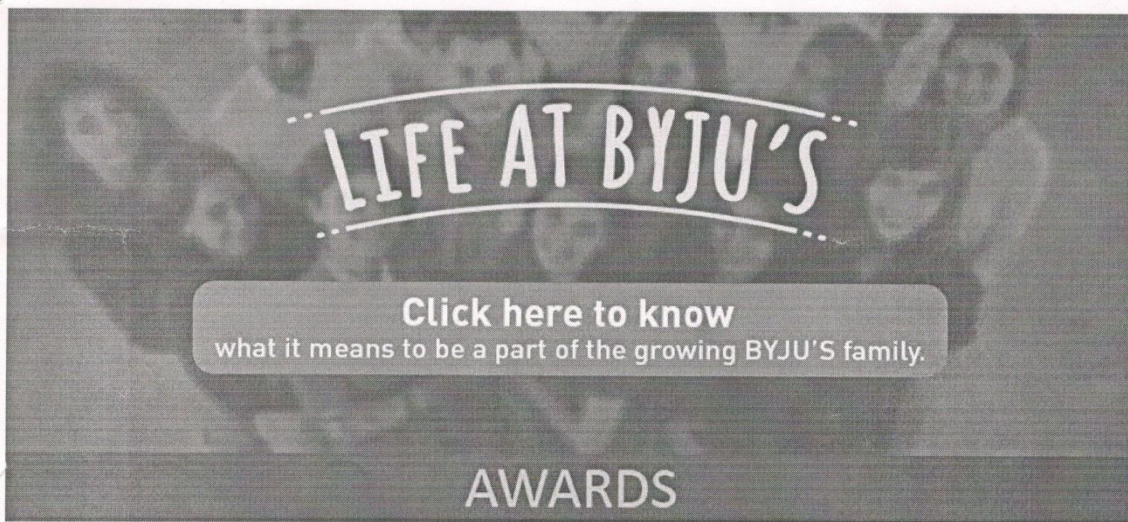
Regards,

Team BYJU'S


Director
School of Management Sciences
Lucknow

8/14/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S



Director
School of Management Sciences
Lucknow

<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1708059277563746754&siml=msg-f%3A17080592...> 3/3

8/9/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S



Placement Cell SMS Lucknow <placement@smslucknow.com>

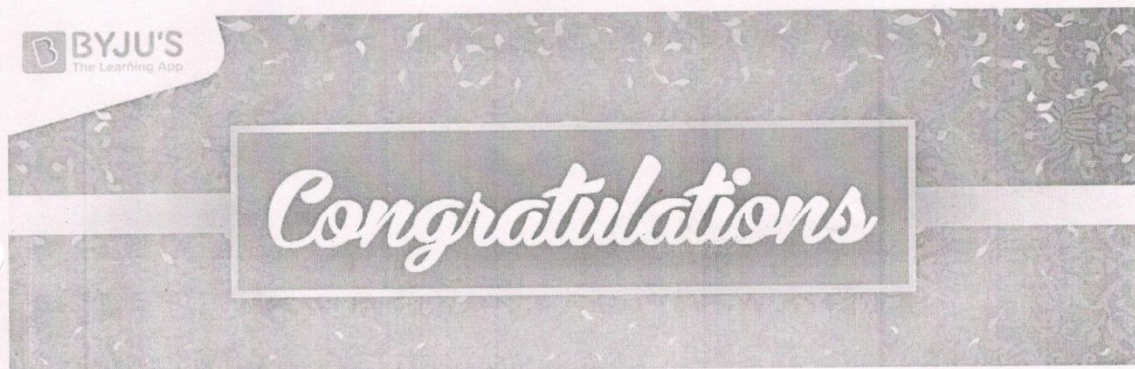
Fwd: Interview Result at BYJU'S

1 message

Rishabh Sharma <rishabh232520@gmail.com>
To: Placement Sms <placement@smslucknow.com>

Mon, Aug 9, 2021 at 4:20 PM

----- Forwarded message -----
From: **Mruganshi Ketanbhai Thakkar** <mruganshi.thakkar@byjus.com>
Date: Sat, 7 Aug 2021, 16:42
Subject: Interview Result at BYJU'S
To: <rishabh232520@gmail.com>



Dear Rishabh Sharma,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/17/2021

Role Location : Lucknow

Sales Circle Location : Kheri

BDT Training Location : Bengaluru (or WFH)

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: **INR 10 LPA** (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it upto a maximum of 2 weeks. The first 2 weeks of this training will be classroom training followed by 4 weeks of "On-the-Job Training", both conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

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<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1707612554615661464&siml=msg-f%3A17076125...> 1/3

8/9/2021

School of Management Sciences, Lucknow Mail - Fwd: Interview Result at BYJU'S



Placement Cell SMS Lucknow <placement@smslucknow.com>

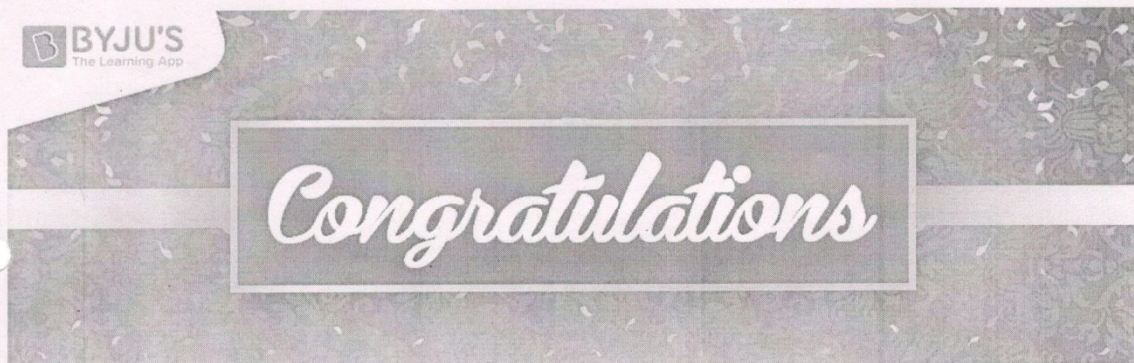
Fwd: Interview Result at BYJU'S

1 message

Anant Pandey <anantpandey113@gmail.com>
To: Placement Sms <placement@smslucknow.com>

Mon, Aug 9, 2021 at 4:43 PM

----- Forwarded message -----
From: **Mruganshi Ketanbhai Thakkar** <mruganshi.thakkar@byjus.com>
Date: Sat, Aug 7, 2021, 4:20 PM
Subject: Interview Result at BYJU'S
To: <anantpandey113@gmail.com>



Dear ANANT PANDEY,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S - The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/17/2021

Role Location : Kanpur

Sales Circle Location : Kannauj

BDT Training Location : Bengaluru (or WFH)

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)

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<https://mail.google.com/mail/u/0?ik=665ec950f7&view=pt&search=all&permthid=thread-f%3A1707613985756204470&siml=msg-f%3A17076139...> 1/3

LIDO
QUALITY TUTORIALS PVT LTD

Date: 04-Aug-21

Name: Shivam Kumar Singh
Email ID: shivamsinghisd9598@gmail.com
Mob No: 8317004820

Offer Letter

Dear Shivam Kumar

Congratulations! Lido Learning is pleased to extend a conditional offer of employment for the position **Business Development Associate** in our organization.

Out of many candidates you are selected to join the LIDO Learning to work at India's Top Live Online Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **INR 600000 (Six Lakh Only)** comprising INR 300000/- and a variable component of INR 300000/- per annum.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account (in arrears with next month's salary, if you are joining post 20th of a month). The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

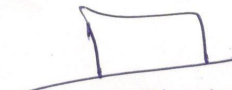
Work Location: While the 21 days of training will be remote and online, post certification you are expected to report to work at our **Noida** office. On successful completion of On Job Training certification you will be granted two days to relocate to your base location. The role may include field operation, travelling and in-person sessions with prospective clients.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On the Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols when reporting to your work location.

By accepting this offer your training will commence from **10-Aug-21**. You will be absorbed with a full time employment contract subject to clearance of all the assessments during the training program successfully, failing which leads to termination of contract at any stage of the training program with no obligation from both the parties.

If you aren't certified during the training period, this offer shall stand revoked and the organization is not liable to compensate during this period.



Director
School of Management Sciences
Lucknow

LIDO
QUALITY TUTORIALS PVT LTD

This job offer is contingent upon the following:

- ✓ Completion of a satisfactory background check.
- ✓ Passing the classroom training wherein working laptop with good microphone and camera and data connection are essential
- ✓ Clearing the On Job Training (OJT) certification
- ✓ Execution of an employment/non-compete/confidentiality agreement.

Once the above contingencies are successfully completed and you have submitted the statutory KYC documents namely PAN, Aadhar and Bank Account details then you will be appointed as a full time employee as per the offered role. Failure to provide appropriate documentation before completion of training will result in immediate termination of employment in accordance with the terms of contract.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to termination without prior notice.

Indemnity: You agree to defend and hold harmless the company and its officers, directors, employees, agents, successors and assigns of the company ("Indemnified Parties") from and against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs or expenses of whatever kind, including reasonable attorneys' fees and the costs incurred by such the company or Indemnified Parties that arise out of or relate to any breach of any of its representations, warranties, covenants or obligations.

You agree that in no event, and at no time during the Term of this Agreement or at any time thereafter, shall disparage, denigrate, slander, libel or otherwise defame the company, its businesses, services, employees, personnel, agents, or representatives.

Non-Compete. You shall ensure that during the Non-Compete Period, refrain from directly or indirectly (including but not limited to as an employee, consultant, independent contractor, partner, shareholder, member or in association with any other Person or in any other capacity) carrying on, setting up, soliciting on behalf of, rendering any services to, engaging in, guaranteeing any obligations of, extending credit to, or having any ownership interests in or other affiliation in any Competing Business within the territory of India.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.


Director
School of Management Sciences
Lucknow

CIN number: U74999MH2019PTC 322765

Registered address - 206, 2nd Floor, Arun chambers, Pandit Madan Mohan Malviya Marg, Tardeo, Mumbai - 400034

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QUALITY TUTORIALS PVT LTD

Schedule I

Schedule -I			
Name:	Shivam Kumar Singh		
Designation:	Business Development Associate		
Department:	Sales		
(A)	Salary Components	INR (p.m.)	INR (p.a.)
I	Basic	10000	120000
II	HRA	5000	60000
III	LTA	2083	25000
IV	Book and Periodicals	1500	18000
V	Communication Reimbursement	1500	18000
VI	Special Allowance	3117	37400
GROSS INCOME		23200	278400
(B)	RETIRALS		
I	Provident Fund (Employer's Contribution)	1800	21600
Total (A+B)		25000	300000
(C)	Annual Variable (Incentive) (Maximum Payable)	-	300000
COST TO COMPANY (A+B+C)		25000	600000

Note:

There will be a minimum input criteria eg talk-time and/or customer conduction to earn daily attendance basis which the monthly salary will be processed. The organization reserves the right to change policies based on the business requirements from time to time.

You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Dedicated Period of Service.

The company is committed to investing its resources in the training and development of its employees. As such, the company has a reasonable expectation that you will apply the knowledge and skills attained at Training on the job to maximize the positive impact of the learnt skills in your assigned key results. Considering the significant investment that the training represents, the company will deduct the training costs component from your final settlement to ensure that you will not defect to another employer before the cost of the training is amortized. By signing this Agreement, you agree to remain an employee of the company for a period of 21 Days ("Dedicated Period of Service").

During this 'Dedicated Period of Service' if you are separated the organization will adjust the cost of training from your full and final settlement to the extent of INR 21000/-.


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LIDO
QUALITY TUTORIALS PVT LTD

Please indicate your acceptance of our offer by signing below and returning one copy of the letter, with your original signature, to me no later than **06-Aug-21** If you have any questions about this offer, write back to us at recruitment.support@lidolearning.com

We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.

Sincerely,
On Behalf of Lido Learning


S. H. Sheth

Sahil Sheth
Authorized Signatory

I have read and understood the provisions of this offer of employment, and I accept the above conditional job offer. I understand that my employment with Quality Tutorials Pvt. Ltd (Lido Learning). is considered at will, meaning that either the company or I may terminate this employment relationship at any time with or without cause or notice. This offer shall remain open until **06-Aug-21** Any acceptance postmarked after this date will be considered invalid.

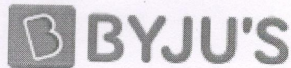
Date: Aug 05, 2021

Signature: 


Director
School of Management Sciences
Lucknow

CIN number: U74999MH2019PTC322765

Registered address - 206, 2nd Floor, Arun chambers, Pandit Madan Mohan Malviya Marg, Tardeo, Mumbai - 400034



Offer Letter

Name: Atal Mishra
Date: Tuesday, October 12, 2021

Dear Mr. Atal Mishra ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development (51000000)
Designation: Business Development Trainee - Sales
Reporting Manager: Shaik Heera Jaan Basha (TNL201608051)
Reporting Time: 9:30 AM
Joining Location: Byjus Lucknow - 3rd Floor, Rohtas Summit Building, Vibhuti Khand, Gomti Nagar, Lucknow - 226010, Uttar Pradesh
OJT Training Location: Byjus - Lucknow
Role Location: Lucknow

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, October 19, 2021**. Your work location after conversion to the role of Business Development Associate would be **Lucknow** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this


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School of Management Sciences
Lucknow

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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in


Director
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Lucknow

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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.


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Lucknow

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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.


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School of Management Sciences
Lucknow

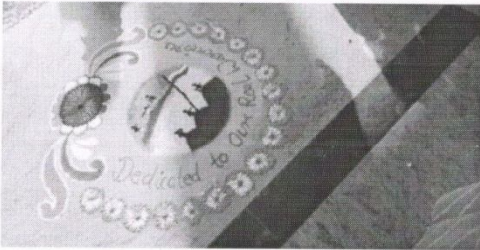
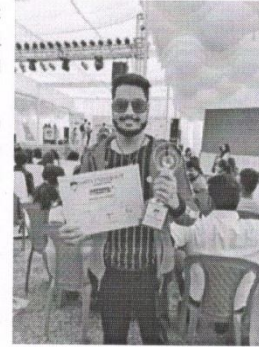
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STUDENTS WON PRIZES IN INTER-INSTITUTE COMPETITIONS



Students of SMS Lucknow won the first and second Prize in Rangoli Competition AMIPHORIA organized by Amity University on 6th Feb 2020.

- Abhishek Srivastava MBA II year won the first prize in the dance Competition AMIPHORIA organized by Amity University on 6th Feb 2020.
- Shivam Singh B. Tech (CS III) won the second prize at Ambalika Institute for Solo Singing.
- Nazeem Ahmad B. Tech (CS I) B. Tech (CS III) won the III prize for photography at the fest organized in celebration of International Light Day by University of Lucknow on the 16th May 2020.



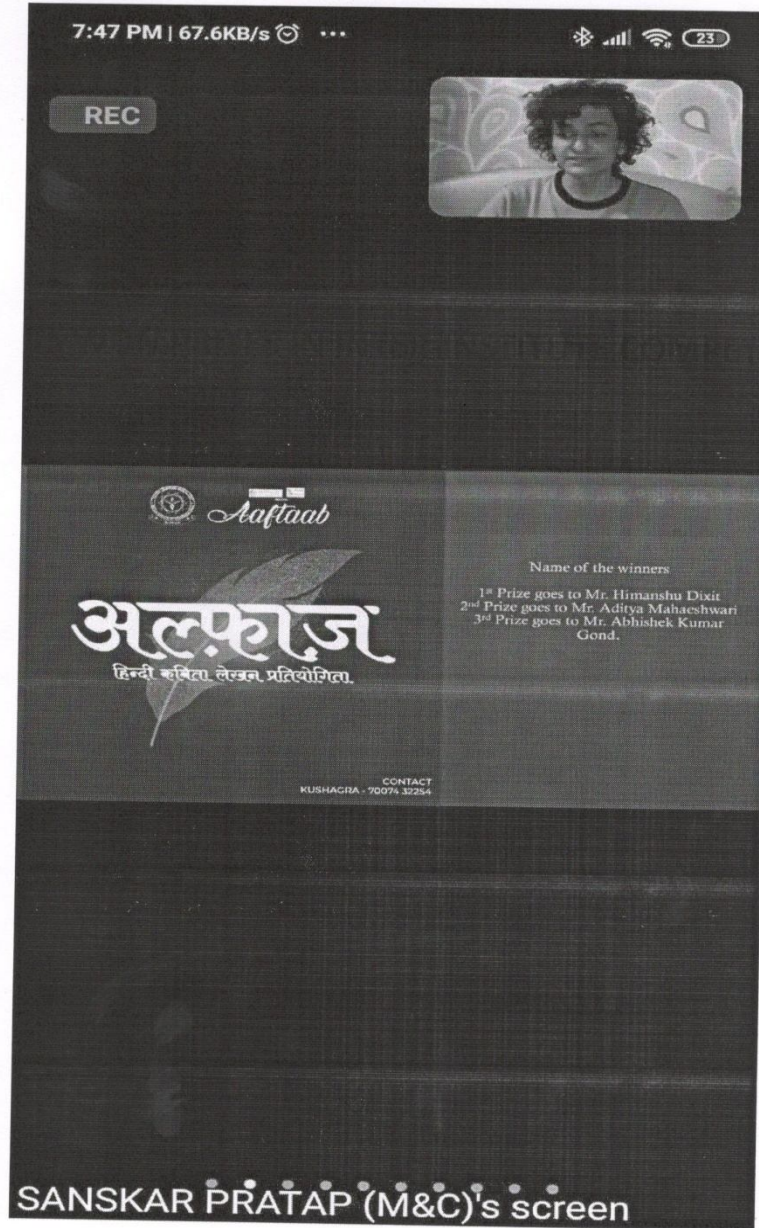
SMS
LUCKNOW

FOCUSED ON
EXCELLENCE
DRIVEN BY VALUES

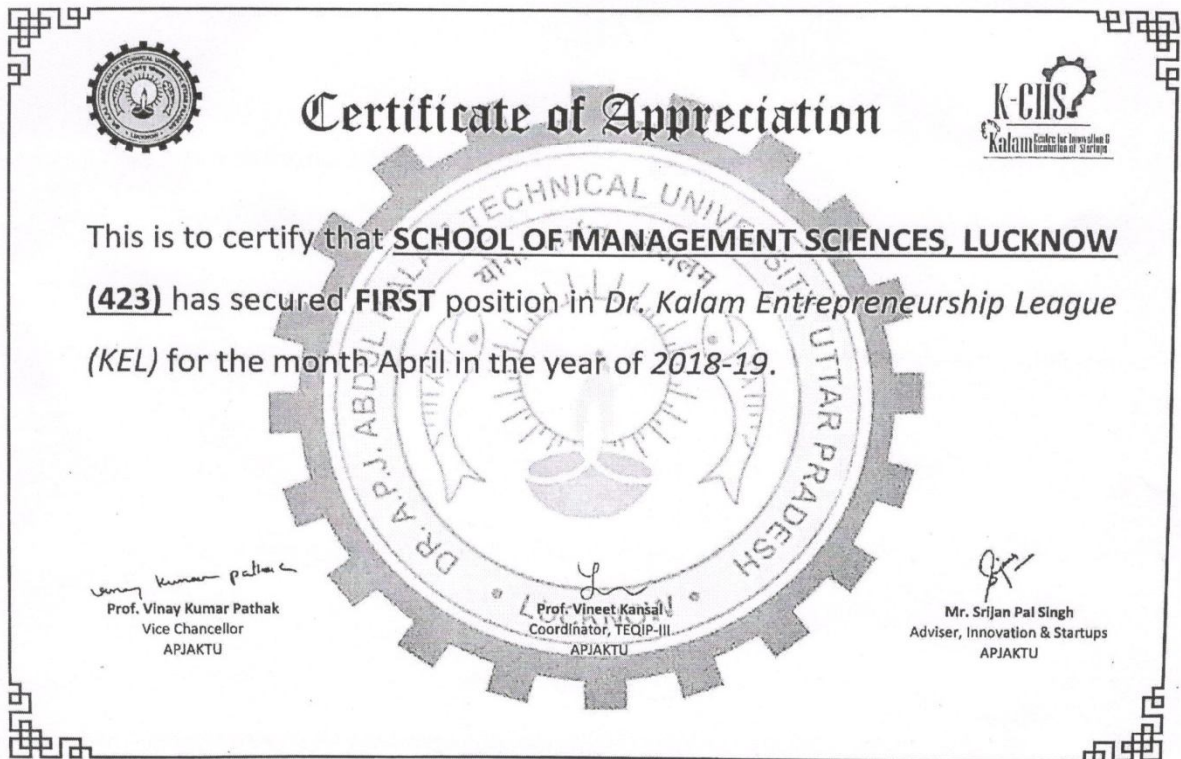
CONGRATULATIONS
Himanshu Dixit
(B.Tech CSE third year)
has won the
First Prize in Alfaz,
a Creative Writing recital event of
Aaftab
organized by IIT Goa


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STUDENTS WON PRIZES IN INTER-INSTITUTE COMPETITIONS



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