

Vaishnavi A,
#276,8th Main 9th Cross
4th Stage
Near Hemavathi School
TK Layout Saraswathi Puram
Mysore 570009

July 11, 2025

Offer of Employment

Dear Vaishnavi A,

This refers to your application for a placement in our and your interview with us. We are pleased to inform you that you will be appointed as an “**Senior IT Recruiter**” in the Company.

EMOLUMENTS

1. You will be placed in the Company office based in Bangalore
2. Your gross emolument per annum is detailed in the attachment. Your date of joining will be on or before July 14, 2025
3. Your pay will be paid on or before the Seventh of every Month.

You are requested to submit photocopies of the following documents with the signed copy of the acceptance letter.

- Passport size photo softcopy
- Service certificates of your previous jobs
- Aadhaar / ID Proof / PAN Card Copy
- Proof of date of birth (Birth Certificate, School Leaving Certificate)
- Educational Qualification Certificates

The detailed terms and conditions of employment will be given to you on joining.

We look forward to your joining Bloom and you working with us to make Bloom the leading customer loyalty provider.

We are confident you will be able to make a significant contribution to the success of Bloom

VALIDITY OF THE APPOINTMENT LETTER

This letter is valid for a period of ten days from the date mentioned in this offer. You are requested to sign the enclosed copy and submit to us before the end-date as token of acceptance of the offer.

We are confident that you will advance professionally and financially with Bloom, through your diligence and professionalism. We would appreciate your acknowledging the receipt of this letter and acceptance of this offer within ten days from the date mentioned in this letter, failing which the employment letter stands void.

TERMS OF EMPLOYMENT

1. Posting and Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management, and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full Time Employment

Your position is a whole-time employment with the Company, and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs / processes / formulae / systems, etc. in relation to the business / operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right / property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of Employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation / termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.
- For loss of confidence in you by the company for any of the act committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.
- If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements / contracts / understandings of any nature with any second party and third party without seeking the prior permission / approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

You should not join any of the clients of Bloom for one year from the date of relieve from Bloom.

BLOOM shall follow the management's guidelines for releasing resource from service, which is due to the performance or business reasons, in such cases, notice period shall be zero day or as per management decision on consensus with you.

If the Background Verification is negative then the pay shall not be processed for the service rendered

All disputes arising out of the appointment order shall be decided in a court of jurisdiction to Bangalore, Karnataka and in no other court.

Yours sincerely,
For **BLOOM Consulting Services**

Narayan A
Authorised Signatory

Acceptance

I agree to accept the employment on the terms and conditions mentioned in this appointment letter and the annexure. I hope to join BLOOM on _____



Signature

Name: Vaishnavi A

Date

Place:

Salary Details

Employee Name	Vaishnavi A
Date of Joining	14 – July - 25

CTC - INR 4,20,000 /-PA and the Structure is as below

Components	Monthly (₹)	Annually (₹)	Deductions	Monthly (₹)
Basic	21,000	2,52,000	EPF	-
HRA	7,000	84,000	P T	200
Conveyance	1,600	19,200	TDS	-
Medical Allowance	1,250	15,000		
Other Allowance	4,150	49,800	Total Deductions	200
CTC	35,000	420000	Take Home	34,800

*Variable / Incentive pay is applicable as agreed upon, time to time


TDS shall be deducted as per the documents produced and CTC includes Transportation as well as Night Shift Allowance if applicable.

*Minimum one month of service shall be applicable for pay process, less than a month's service because of self-quitting or removed from the service, shall not be eligible for pay process

INCREMENTS – Increments will entirely depend upon your performance as assessed by the Management from time to time

You will always be governed by the RULES AND REGULATIONS of the Company which will be changed from time to time to the extent of their applicability to you. All emoluments are subject to deduction of tax as per the rules laid down by the government.

BLOOM Consulting Services,
No. 303, II Floor, 15th A Cross,
Chikka Bommasandra,
Yelahanka New Town, Bangalore-560 064



Vaishnavi A.

Yours sincerely,
For **BLOOM Consulting Services,**

Narayan A
Authorised Signatory

I accept the above terms

Signature and Date