



Deloitte Consulting India Private Limited

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<http://www.deloitte.com>

September 14, 2018

Mr. Aashish Purushothaman Nair
Row House No.3, Tulip, Rahul Chs, Road No.14
Vidyanagar, Lohegaon,
Pune - 411032

Subject: Offer of Employment

Dear Aashish Purushothaman Nair:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **October 15, 2018**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **October 15, 2018**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **October 15, 2018**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Bengaluru, Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Aashish Purushothaman Nair, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,



Usha Sri Tangirala
Authorized Signatory

Mr. Aashish Purushothaman Nair

Acceptance

I, Aashish Purushothaman Nair, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance



Signature

Sep 18, 2018

Date



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September 26, 2017

Shahista Patel
By Hand

Dear Shahista,

Following our recent discussions, we are pleased to offer you employment with CLSA Technology & Services LLP (the "Company") in our Pune office. You will be initially employed in the position of Graduate Trainee and your designation level will be Graduate Engineer Trainee. You will report to Sr. Manager, IT Operational Optimisation, Jerril Mathew.

"Group" or "CLSA Group" means CLSA BV and its subsidiaries and Affiliates, CITIC Securities International Company Limited and CITIC Securities Co., Ltd. For this purpose, "Affiliate" means a person that is directly or indirectly controlled by CLSA BV or is under common control with CLSA BV.

Your terms and conditions of employment are set out below and Appendix A:

Start Date:
2nd July 2018

(subject to obtaining any necessary employment visa, satisfactory references, background checks to the sole discretion of the Company and regulatory approvals/licences)

Remuneration:
INR 66,667 gross per month (inclusive of PF)

Training Bond:
Should you resign from the Company within 2 years following your commencement of employment, you will be liable to pay the Company a training bond of INR 300,000. The training bond amount becomes due immediately in full and the company's shall be entitled to recover the amount from you directly or from salary and other payments due to you.

Bonus:
You may be eligible for consideration for an annual discretionary bonus based on such factors as the Company, from time to time, considers appropriate, which may include (without limitation) your performance, conduct, retention, your business unit's performance, the [Pune] Office's performance, the Group's overall performance and subject to the absolute discretion of the Company. Such bonus payments are entirely discretionary (i.e., they are not a guaranteed or contractual entitlement), and are in all cases only payable upon approval by the Company's senior management. Bonuses are not pensionable.

Any bonus would be paid at a time after the end of the Company's financial year (to be decided by the Company in its sole discretion) provided that as at the bonus payment date (a) you are still in the Company's employment; (b) you have not given or received notice of termination of employment; (c) your conduct, performance and actions taken during your employment with the Company are satisfactory in the opinion of senior management and/or (d) you are not under investigation and/or subject to disciplinary proceedings in relation to any wrong-doing or potential wrong-doing and such other conditions as the Company shall decide and notify you from time to time.

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A

Shahista Patel



A CITIC Securities Company

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Any such bonus amount shall be payable in accordance with the applicable Company policy and practices and terms of any applicable bonus compensation plans (e.g. deferral or investment plans) in effect at the time of payment.

The fact that the Company pays you a bonus in one year does not mean that you will receive a bonus in any later year and you should not expect this.

Remuneration Confidentiality:

Your salary and this contractual arrangement is a matter of strict confidentiality. It is between you and the Company and should only be discussed with the undersigned and/or Human Resources.

By signing this agreement you agree to comply with the confidentiality obligations in matter of any contractual agreements (now and hereafter) of your employment with the Company.

Provident Funds:

You will be enrolled in the Company's Provident Fund. The Company and you will each contribute a maximum of 12 (twelve) percent of the basic salary plus dearness allowance, to the Employee Provident Fund in accordance with the requirements of the Employee Provident Fund & Miscellaneous Provisions Act 1952. (the "EPF Act").

Your contribution will be deducted from your salary in accordance with the EPF Act.

Taxation:

You are responsible for filing a statement of your earnings with the Indian Income Tax Department and any salaries tax shall be on your account.

Medical Scheme:

You will be enrolled in the Company's India group medical scheme subject to the provisions of the scheme/plan as from time to time in force.

Annual Leave:

20 working days per annum plus any years of service entitlement. Leave must be taken in accordance with Company policy. Annual leave can only be taken after the approval of your manager. You will accumulate leave pro-rata from the first day of employment.

Working Hours:

The standard work hours are Monday to Friday 9:00 a.m. to 6:00 p.m. with one hour for lunch. However, given the nature of our work, you may be required to work additional hours as directed by your supervisor or as may be necessary for the proper performance of your duties.

Probationary Period:

Your employment is subject to a 6 months probationary period from the date that you commence employment. During this probationary period your employment can be terminated by either party giving one week's in writing or payment in lieu of notice.

Termination of Employment:

By either party giving three months' notice in writing or making payment in lieu of notice. However, in the event, the employee is desirous of making payment in lieu of the notice period, the same shall be subject to prior written approval from the Company.

Your employment may be terminated by the Company without notice or payment in lieu of notice should, in the opinion of the Company, one or more of the following events occur:

- you wilfully disobey a lawful and reasonable order;



- you are responsible for, by way of act or omission, gross misconduct or wilful neglect in the discharge of your duties;
- you commit a material breach of this Agreement or the Company's policies;
- you are responsible for an act of fraud or dishonesty or other improper conduct;
- you are found to have committed any act of bribery or corruption;
- you are guilty of any criminal offence other than one that, in the reasonable opinion of the Company, does not affect your appointment and discharge of duties;
- you are habitually neglectful of your duties; or
- your actions fall within any other ground set out in the Bombay Shops and Establishment Act, 1948, justifying summary dismissal.

The termination of your employment by the Company will automatically result in the termination of your employment with and/or secondment to any Group Company and any directorship or office within any Group Company which you may hold. You agree that you will execute any documents and do such other things as may be required to effect the termination of your appointment to any such directorship or office. Upon the cessation of your employment with the Company, you shall cease to be entitled to any benefits listed under this contract and in the Employee Handbook and must immediately deliver and return to the Company or its authorised representative all materials in any form whatsoever which may be in your possession, custody or control which are the property of the Company or the Group or which contain any information obtained by you in the course of your employment and which relates to the affairs of the Company or the Group or any of their clients.

You shall not at any time after cessation of your employment represent yourself as connected with the Company save as a former employee for the purpose of communicating with prospective employers. Any delay or forbearance by the Company in exercising any right to terminate this contract shall not constitute a waiver of such right.

Employment Visa:

This offer is subject to you and the Company obtaining any required visas and permits to allow your employment in India. If after four months from application such requirement cannot be met, then the Company will discuss and aim to agree with you alternative employment options. If agreement cannot be reached, the requirements of the offer will not be met and the Company will have no further obligations to you.

Garden Leave:

In the event of termination by notice given by either party, you may, at the Company's option, be required to cease to render all or some of your duties, and/or to remain away from the Company's premises and not work for anyone else, during all or part of the notice period. Salary and contractual benefits will of course continue to be payable until the end of employment. If you are required not to attend work under this clause, you shall not be entitled to be compensated for any bonus or profit share as it is determined directly by reference to your active personal performance at the Company's offices during such period.

The Company shall be entitled to deduct from your accrued annual leave any days to offset your garden leave period.

During any such period you will remain bound by all of the express and implied obligations arising out of your employment with the Company, including the obligations of good faith. You must not have any contact with any clients, representatives of clients, or representatives of the Company with whom you have had material dealings, in relation to similar products or services in those territories to which those dealings relate without the prior written consent of the Company.

Stand Down:

Nothing in this letter obliges the Company to use your services and the Company can request that you not attend the Company's premises at any time (whether or not a termination notice has been given by either party). Salary and contractual benefits shall of course continue to be payable in this event, and you will continue to be bound by your obligations as an employee. If you are required not to attend work under this clause, you shall not be entitled to be compensated for any bonus or profit share which,

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A CITIC Securities Company

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because it is determined directly by reference to your personal performance, you may be prevented from earning.

The Company shall be entitled to deduct from your accrued annual leave any days to offset your stand down period.

Pre-employment Checks:

Your employment with the Company is subject to and conditional on the completion of background and reference checks and their results being satisfactory to the Company. The Company, at its sole discretion may agree that you commence work while these checks are being conducted. The Company may terminate your employment at any time with one week's notice or payment in lieu thereof if the results of such checks are not satisfactory to the Company in its sole discretion.

In addition, additional background checks may need to be carried out from time to time during the term of your employment to enable the Company to comply with its regulatory obligations to maintain up to date records of its employees. By signing this agreement you consent to and authorise the Company's appointed service providers/agencies to release the relevant results of such checks and searches directly to the Company

Employee Handbook:

The Employee Handbook stipulates other employment terms and benefits not otherwise covered in this letter. The Company reserves the right to vary and/or change those terms and benefits set out in the Employee Handbook from time to time. This letter, together with any contractual sections of the Employee Handbook, constitutes the entire agreement between you and the Company in respect of your employment and shall supersede any subsisting agreement, arrangement or understanding in relation to your employment.

Travel, transfer and secondment:

You may be required to travel both inside and outside [Mumbai / Pune] on the business of the Company from time to time.

You acknowledge that you may from time to time be required by the Company to be transferred or seconded to any other company in the CLSA Group as and when circumstances require. We confirm of course that any such secondment or transfer will be by mutual agreement, will include relocation costs as per the Company policy, and will not affect your period of continuous employment with the Company.

Internal Dealing Rules:

You must at all times comply with the Company's internal dealing rules, a copy of which will be provided to you upon commencement of your employment. Any breach of this clause constitutes gross misconduct and is grounds for immediate dismissal.

Licenses and Registration:

Your appointment is subject to you successfully applying for and being granted all necessary licenses and registrations with the appropriate authorities as soon as possible. The relevant Application Forms will be provided to you following the receipt of this duly signed letter of employment. You will be required to complete them and return them to our Compliance Department for lodging as soon as possible and preferably before your starting date.

You shall not perform or undertake any activities at any time during the course of your employment for which you are not duly and properly registered and/or licensed. In the event that you do not successfully secure appropriate licenses and registrations within a reasonable time (in the opinion of a majority of the directors of the Company, the Chief Operating Officer or the Head of Compliance), the Company shall review your terms of employment. If at any time during the course of your employment you cease to be duly and properly registered or licensed to undertake the whole or any part of your responsibilities under the terms of your employment, then:

- (i) you shall immediately cease carrying out the responsibilities for which you are required to be registered or licensed; and

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- (ii) the Company shall be entitled at its election to review the terms and conditions of your employment in the manner that it thinks fit, including the termination of your employment.

Notification of Conviction of a Crime:

If at any time during your employment, you are convicted of a crime, or are the subject of an investigation conducted by any regulatory authority, you must promptly notify the Human Resources Department.

Staff Solicitation:

You acknowledge that the Company has (among others) an interest in the stability of its workforce. To protect this interest (among others), you shall not during your employment or for a period of 6 months after the date of cessation of your employment, either on your own account or in conjunction with or on behalf of any other person, solicit, entice or encourage or endeavour to solicit, entice or encourage (or assist any other person whether by means of the supply of names or expressing views on suitability or otherwise howsoever to solicit, entice or encourage) the termination of the employment with the Company, of an employee, director or consultant from the same or related department with specific knowledge, skills or expertise located in the territory of your employment, and who, at the date of your cessation of employment or at any time within a period of 12 months prior to the cessation, was employed with the Company, whether or not any such individual would commit a breach of contract by reason of leaving service with the Company. The application of this restriction is specifically limited to those employees, directors and consultants who conform with the requirements above and shall not apply to any other employee, director or consultant of the Company. You acknowledge and agree that a breach of any of the covenants, obligations or agreements set forth in this clause will result in irreparable and continuing damage to the Company or its affiliates and its business and property for which there may be no adequate monetary remedy, and you accordingly agree that in the event of any such breach, the Company shall, in addition to any other remedy available to it under law, be entitled to injunctive relief to restrain such breach by you.

Confidentiality of Information:

You shall not at any time, either during your employment with the Company, use, disclose or communicate to any person or entity whatsoever (other than: (a) those who are employees, contractors or advisors of the Company or any other Company in the CLSA Group whose business it is to know the same; (b) with the prior written approval of the Company; or (c) as required by law) any trade secrets or Confidential Information which you may have acquired or obtained in the course of employment. This undertaking will apply until such information comes into the public domain, other than by reason of any breach of this undertaking. You shall not, after the cessation of your employment with the Company, use, disclose or communicate to any person or entity whatsoever any trade secrets or Confidential Information in the nature of a trade secret. Without limitation to the generality of these terms, you acknowledge that the following information are trade secrets of the Company or Confidential Information in the nature of a trade secret: customer lists or requirements, price lists and pricing structures, business plans or dealings, financial information and plans and Intellectual Property (as defined below).

("Confidential Information" means any trade secrets or confidential information (which may include commercially sensitive information) important to and relating to the business of the Company or any other Company in the CLSA Group or any clients, employees, consultants or officers hereof or their affairs and which includes but is not limited to customer lists or requirements, price lists or pricing structures, marketing and sales information, business plans or dealings, financial information and plans, designs, formulae, product lines, services, research activities, Intellectual Property (as defined below), concepts, ideas, suggestions and other intellectual inputs received or contributed in the course of your employment, any documents marked "confidential" (or a similar expression), or any information which you have been told is of a confidential nature or which might reasonably be expected by the Company or any other company in the CLSA Group to be regarded as confidential, or any information which has been given to the company or any other Company in the CLSA Group in confidence.)

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The provisions of this clause shall survive the termination of this agreement, for whatever reason.

Intellectual Property:

If at any time in the course of, or in connection with, your employment you make or discover or participate in the making or discovery of any Intellectual Property directly or indirectly relating to or capable of being used in the business carried on by the Company or by any other Company in the CLSA Group, the Intellectual Property shall be the absolute property of the Company and full details of the same shall immediately be disclosed in writing by you to the Company. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the Intellectual Property to the best advantage of the Company (as decided by the Company), and shall execute all documents and do all things which may be necessary or in the opinion of the Company desirable for obtaining patent or other protection for the Intellectual Property in such parts of the world as may be specified by the Company and for vesting the same in the Company or as it may direct. The obligations set out in this clause shall survive the termination of your employment for whatever reason. You agree and undertake that any Intellectual Property made or discovered by you in the course of your employment shall not infringe any rights of any third party (including but not limited to contractual or intellectual property rights), or put the Company or the Group into disrepute, and shall be original. The Intellectual Property includes all intellectual and industrial property and all rights therein including, without limiting the generality of the foregoing, all inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trademarks, trade names, websites, Internet domain names, logos, art work, slogans, know-how, technical information, trade secrets, processes, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefor), and all works protected by rights or forms of protection of a similar nature of having equivalent effect anywhere in the world.

Outside Interests:

You may only engage in an outside interest or activity (including any other employment, service or work in any trade, business or occupation or act as a consultant or adviser) or take on any appointment including directorships of any unlisted company if all of the following conditions are satisfied:

- it does not detract from or otherwise inhibit the proper performance of your work;
- there is no conflict with any business activity of the Group;
- there is no conflict with any business of any client of the Group, arising out of knowledge gained through employment with the Company;
- the interest, activity or appointment does not depend upon, arise from or leverage off the fact of employment by the Company; and
- the prior written approval of the Company is obtained.

You may not become a director of any listed company unless authorised by the Company.

Variation of Terms:

The Company reserves the right to vary any of the terms and conditions of your employment at any time with mutual consent of both the parties.

Declaration:

By signing this contract, you represent or agree that:

- (i) you have no criminal record nor have any criminal or civil actions been initiated against you, at any time, which you have not disclosed to the Company and you have declared to the Company any technical breaches of any security laws or regulations;
- (ii) you have not been declared bankrupt, are not the subject of bankruptcy proceedings and have not entered into a composition with creditors; or been convicted in any place of an offence involving fraud or dishonesty; or been involved in the management of an authorised institution which has been wound up or whose licence or registration has been revoked;

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- (iii) you have not breached any security laws or regulations and have not been censured by any regulatory authority;
- (iv) if you have failed to disclose or misrepresented any information deemed by the Company to be material for purposes of the Company's offer of employment to you or any of the statements made by you herein, the Company will be free to dismiss you immediately, without liability for such dismissal; and
- (v) you are free to enter into this contract and to take up employment with the Company from the commencement date and are not subject to any agreement, arrangement or other restriction affecting your right to compete with any person or to solicit clients or employees of any person or in any way to restrict you from performing your obligation hereunder.

Privacy Policy & consent for collection & disclosure of personal information:

You have read, understood and agree to the terms and conditions contained in the privacy policy (Privacy Policy) which forms part of the Employee Handbook published on the website of Company. The current Privacy Policy is detailed in the Privacy Policy which can be obtained from the staff website. You unconditionally and unequivocally consent and allow the Company and/ or its group companies to do the following:

- a) to collect, possess, receive, upload, store, deal with, handle and/ or use your personal information provided to the Company as well as to be provided from time to time, for lawful purposes connected with my employment and in respect of any services I may obtain from the Company or any of the CLSA Group Company, as detailed in the Privacy Policy;
- b) to share, disclose, transfer and/ or provide access to your personal information to such persons as specified in the Privacy Policy
- c) to upload your personal information on the website, Intranet and other web portals of the Company.

Other Conditions:

This letter and the documents and policies referred to therein constitute the entire agreement between the Company and you and shall be in substitution for any subsisting agreement, service agreement or contract of employment (oral or written) made by the Company and you in relation to your employment. You warrant and agree that the Company and you are entering into this agreement on the basis that the Company has not made any representations to you and you are not relying on any representations not expressly set out in this letter.

You agree that any personal information and /or employment data collected and held by the Company may be used or transferred (whether within/ outside India) by the Company to any Group Company or any internal or external service providers for purposes relating to your employment. You understand and agree that it is the Company's policy to retain certain personal data of employees after the cessation of their employment with the Company in general, for 7 years after the termination of an employee's employment, or such other periods as prescribed by applicable laws and regulations, or longer for one or more other purposes with your consent.

If any provision or part of a provision of this letter or a clause hereof is determined to be illegal or unenforceable each of the remaining provisions within that clause and the remainder of this letter will be severable and enforceable in accordance with its terms.

Where there is any inconsistency between this letter and any of the documents and policies referred to therein, this letter will prevail.



The terms and conditions set out herein will be governed by, and construed in accordance with, the laws of the India. The Company and you agree to submit to the non-exclusive jurisdiction of the India Courts and Labour Tribunal in respect of any claim or matter arising under this letter or your employment with the Company.

If you agree and accept the above terms and conditions, please sign and return the duplicate copy of this letter to me as soon as possible.

Yours sincerely
For and on behalf of
CLSA Technology & Services LLP

Sushmita Paul
HR Business Partner - Pune

I hereby agree and accept the terms and conditions as set out above:

Name: Shahista Patel

Date: 27 / 09 / 2017

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Appendix A

#	Compensation Heads	Amount in INR (Monthly)
1	Basic	36,922/-
2	Medical reimbursement	1,250/-
3	House Rent Allowance	14,918/-
4	Leave Travel Assistance	3,729/-
5	Telephone reimbursement	1,000/-
6	Fuel Reimbursement	1,800/-
7	Food Voucher	2,200/-
8	Gift Coupons	417/-
9	Net per month	62,236/-
10	Co. contribution to PF per month	4,431/-
11	Gross per month	66,667/-
	Base Fixed Salary per annum	800,000/-

Yours sincerely

For and on behalf of
CLSA Technology & Services LLP

Sushmita Paul
HR Business Partner - Pune

I hereby agree and accept the terms and conditions as set out above;

Name: Shahista Patel

Date: 27 / 09 / 2017

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IT Branch

2018 Batch

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September 26, 2017

Sudarshan Mehta
By Hand

Dear Sudarshan,

Following our recent discussions, we are pleased to offer you employment with CLSA Technology & Services LLP (the "Company") in our Pune office. You will be initially employed in the position of Graduate Trainee and your designation level will be Graduate Engineer Trainee. You will report to Sr. Manager, IT Operational Optimisation, Jerril Mathew.

"Group" or "CLSA Group" means CLSA BV and its subsidiaries and Affiliates, CITIC Securities International Company Limited and CITIC Securities Co., Ltd. For this purpose, "Affiliate" means a person that is directly or indirectly controlled by CLSA BV or is under common control with CLSA BV.

Your terms and conditions of employment are set out below and Appendix A:

Start Date:
2nd July 2018

(subject to obtaining any necessary employment visa, satisfactory references, background checks to the sole discretion of the Company and regulatory approvals/licences)

Training Bond:

Should you resign from the Company within 2 years following your commencement of employment, you will be liable to pay the Company a training bond of INR 300,000. The training bond amount becomes due immediately in full and the company's shall be entitled to recover the amount from you directly or from salary and other payments due to you.

Remuneration:

INR 66,667 gross per month (inclusive of PF)

Bonus:

You may be eligible for consideration for an annual discretionary bonus based on such factors as the Company, from time to time, considers appropriate, which may include (without limitation) your performance, conduct, retention, your business unit's performance, the [Pune] Office's performance, the Group's overall performance and subject to the absolute discretion of the Company. Such bonus payments are entirely discretionary (i.e., they are not a guaranteed or contractual entitlement), and are in all cases only payable upon approval by the Company's senior management. Bonuses are not pensionable.

Any bonus would be paid at a time after the end of the Company's financial year (to be decided by the Company in its sole discretion) provided that as at the bonus payment date (a) you are still in the Company's employment; (b) you have not given or received notice of termination of employment; (c) your conduct, performance and actions taken during your employment with the Company are satisfactory in the opinion of senior management and/or (d) you are not under investigation and/or subject to disciplinary proceedings in relation to any wrong-doing or potential wrong-doing and such other conditions as the Company shall decide and notify you from time to time.

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Any such bonus amount shall be payable in accordance with the applicable Company policy and practices and terms of any applicable bonus compensation plans (e.g. deferral or investment plans) in effect at the time of payment.

The fact that the Company pays you a bonus in one year does not mean that you will receive a bonus in any later year and you should not expect this.

Remuneration Confidentiality:

Your salary and this contractual arrangement is a matter of strict confidentiality. It is between you and the Company and should only be discussed with the undersigned and/or Human Resources. By signing this agreement you agree to comply with the confidentiality obligations in matter of any contractual agreements (now and hereafter) of your employment with the Company.

Provident Funds:

You will be enrolled in the Company's Provident Fund. The Company and you will each contribute a maximum of 12 (twelve) percent of the basic salary plus dearness allowance, to the Employee Provident Fund in accordance with the requirements of the Employee Provident Fund & Miscellaneous Provisions Act 1952. (the "EPF Act").

Your contribution will be deducted from your salary in accordance with the EPF Act.

Taxation:

You are responsible for filing a statement of your earnings with the Indian Income Tax Department and any salaries tax shall be on your account.

Medical Scheme:

You will be enrolled in the Company's India group medical scheme subject to the provisions of the scheme/plan as from time to time in force.

Annual Leave:

20 working days per annum plus any years of service entitlement. Leave must be taken in accordance with Company policy. Annual leave can only be taken after the approval of your manager. You will accumulate leave pro-rata from the first day of employment.

Working Hours:

The standard work hours are Monday to Friday 9:00 a.m. to 6:00 p.m. with one hour for lunch. However, given the nature of our work, you may be required to work additional hours as directed by your supervisor or as may be necessary for the proper performance of your duties.

Probationary Period:

Your employment is subject to a 6 months probationary period from the date that you commence employment. During this probationary period your employment can be terminated by either party giving one week's in writing or payment in lieu of notice.

Termination of Employment:

By either party giving three months' notice in writing or making payment in lieu of notice. However, in the event, the employee is desirous of making payment in lieu of the notice period, the same shall be subject to prior written approval from the Company.

Your employment may be terminated by the Company without notice or payment in lieu of notice should, in the opinion of the Company, one or more of the following events occur:

- you wilfully disobey a lawful and reasonable order;
- you are responsible for, by way of act or omission, gross misconduct or wilful neglect in the discharge of your duties;

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- you commit a material breach of this Agreement or the Company's policies;
- you are responsible for an act of fraud or dishonesty or other improper conduct;
- you are found to have committed any act of bribery or corruption;
- you are guilty of any criminal offence other than one that, in the reasonable opinion of the Company, does not affect your appointment and discharge of duties;
- you are habitually neglectful of your duties; or
- your actions fall within any other ground set out in the Bombay Shops and Establishment Act, 1948, justifying summary dismissal.

The termination of your employment by the Company will automatically result in the termination of your employment with and/or secondment to any Group Company and any directorship or office within any Group Company which you may hold. You agree that you will execute any documents and do such other things as may be required to effect the termination of your appointment to any such directorship or office. Upon the cessation of your employment with the Company, you shall cease to be entitled to any benefits listed under this contract and in the Employee Handbook and must immediately deliver and return to the Company or its authorised representative all materials in any form whatsoever which may be in your possession, custody or control which are the property of the Company or the Group or which contain any information obtained by you in the course of your employment and which relates to the affairs of the Company or the Group or any of their clients.

You shall not at any time after cessation of your employment represent yourself as connected with the Company save as a former employee for the purpose of communicating with prospective employers.

Any delay or forbearance by the Company in exercising any right to terminate this contract shall not constitute a waiver of such right.

Employment Visa:

This offer is subject to you and the Company obtaining any required visas and permits to allow your employment in India. If after four months from application such requirement cannot be met, then the Company will discuss and aim to agree with you alternative employment options. If agreement cannot be reached, the requirements of the offer will not be met and the Company will have no further obligations to you.

Garden Leave:

In the event of termination by notice given by either party, you may, at the Company's option, be required to cease to render all or some of your duties, and/or to remain away from the Company's premises and not work for anyone else, during all or part of the notice period. Salary and contractual benefits will of course continue to be payable until the end of employment. If you are required not to attend work under this clause, you shall not be entitled to be compensated for any bonus or profit share as it is determined directly by reference to your active personal performance at the Company's offices during such period.

The Company shall be entitled to deduct from your accrued annual leave any days to offset your garden leave period.

During any such period you will remain bound by all of the express and implied obligations arising out of your employment with the Company, including the obligations of good faith. You must not have any contact with any clients, representatives of clients, or representatives of the Company with whom you have had material dealings, in relation to similar products or services in those territories to which those dealings relate without the prior written consent of the Company.

Stand Down:

Nothing in this letter obliges the Company to use your services and the Company can request that you not attend the Company's premises at any time (whether or not a termination notice has been given by either party). Salary and contractual benefits shall of course continue to be payable in this event, and you will continue to be bound by your obligations as an employee. If you are required not to attend work under this clause, you shall not be entitled to be compensated for any bonus or profit share which, because it is determined directly by reference to your personal performance, you may be prevented from earning.

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The Company shall be entitled to deduct from your accrued annual leave any days to offset your stand down period.

Pre-employment Checks:

Your employment with the Company is subject to and conditional on the completion of background and reference checks and their results being satisfactory to the Company. The Company, at its sole discretion may agree that you commence work while these checks are being conducted. The Company may terminate your employment at any time with one week's notice or payment in lieu thereof if the results of such checks are not satisfactory to the Company in its sole discretion.

In addition, additional background checks may need to be carried out from time to time during the term of your employment to enable the Company to comply with its regulatory obligations to maintain up to date records of its employees. By signing this agreement you consent to and authorise the Company's appointed service providers/agencies to release the relevant results of such checks and searches directly to the Company

Employee Handbook:

The Employee Handbook stipulates other employment terms and benefits not otherwise covered in this letter. The Company reserves the right to vary and/or change those terms and benefits set out in the Employee Handbook from time to time. This letter, together with any contractual sections of the Employee Handbook, constitutes the entire agreement between you and the Company in respect of your employment and shall supersede any subsisting agreement, arrangement or understanding in relation to your employment.

Travel, transfer and secondment:

You may be required to travel both inside and outside [Mumbai / Pune] on the business of the Company from time to time.

You acknowledge that you may from time to time be required by the Company to be transferred or seconded to any other company in the CLSA Group as and when circumstances require. We confirm of course that any such secondment or transfer will be by mutual agreement, will include relocation costs as per the Company policy, and will not affect your period of continuous employment with the Company.

Internal Dealing Rules:

You must at all times comply with the Company's internal dealing rules, a copy of which will be provided to you upon commencement of your employment. Any breach of this clause constitutes gross misconduct and is grounds for immediate dismissal.

Licenses and Registration:

Your appointment is subject to you successfully applying for and being granted all necessary licenses and registrations with the appropriate authorities as soon as possible. The relevant Application Forms will be provided to you following the receipt of this duly signed letter of employment. You will be required to complete them and return them to our Compliance Department for lodging as soon as possible and preferably before your starting date.

You shall not perform or undertake any activities at any time during the course of your employment for which you are not duly and properly registered and/or licensed. In the event that you do not successfully secure appropriate licenses and registrations within a reasonable time (in the opinion of a majority of the directors of the Company, the Chief Operating Officer or the Head of Compliance), the Company shall review your terms of employment. If at any time during the course of your employment you cease to be duly and properly registered or licensed to undertake the whole or any part of your responsibilities under the terms of your employment, then:

- (i) you shall immediately cease carrying out the responsibilities for which you are required to be registered or licensed; and

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- (ii) the Company shall be entitled at its election to review the terms and conditions of your employment in the manner that it thinks fit, including the termination of your employment.

Notification of Conviction of a Crime:

If at any time during your employment, you are convicted of a crime, or are the subject of an investigation conducted by any regulatory authority, you must promptly notify the Human Resources Department.

Staff Solicitation:

You acknowledge that the Company has (among others) an interest in the stability of its workforce. To protect this interest (among others), you shall not during your employment or for a period of 6 months after the date of cessation of your employment, either on your own account or in conjunction with or on behalf of any other person, solicit, entice or encourage or endeavour to solicit, entice or encourage (or assist any other person whether by means of the supply of names or expressing views on suitability or otherwise howsoever to solicit, entice or encourage) the termination of the employment with the Company, of an employee, director or consultant from the same or related department with specific knowledge, skills or expertise located in the territory of your employment, and who, at the date of your cessation of employment or at any time within a period of 12 months prior to the cessation, was employed with the Company, whether or not any such individual would commit a breach of contract by reason of leaving service with the Company. The application of this restriction is specifically limited to those employees, directors and consultants who conform with the requirements above and shall not apply to any other employee, director or consultant of the Company. You acknowledge and agree that a breach of any of the covenants, obligations or agreements set forth in this clause will result in irreparable and continuing damage to the Company or its affiliates and its business and property for which there may be no adequate monetary remedy, and you accordingly agree that in the event of any such breach, the Company shall, in addition to any other remedy available to it under law, be entitled to injunctive relief to restrain such breach by you.

Confidentiality of Information:

You shall not at any time, either during your employment with the Company, use, disclose or communicate to any person or entity whatsoever (other than: (a) those who are employees, contractors or advisors of the Company or any other Company in the CLSA Group whose business it is to know the same; (b) with the prior written approval of the Company; or (c) as required by law) any trade secrets or Confidential Information which you may have acquired or obtained in the course of employment. This undertaking will apply until such information comes into the public domain, other than by reason of any breach of this undertaking. You shall not, after the cessation of your employment with the Company, use, disclose or communicate to any person or entity whatsoever any trade secrets or Confidential Information in the nature of a trade secret. Without limitation to the generality of these terms, you acknowledge that the following information are trade secrets of the Company or Confidential Information in the nature of a trade secret: customer lists or requirements, price lists and pricing structures, business plans or dealings, financial information and plans and Intellectual Property (as defined below).

("Confidential Information" means any trade secrets or confidential information (which may include commercially sensitive information) important to and relating to the business of the Company or any other Company in the CLSA Group or any clients, employees, consultants or officers hereof or their affairs and which includes but is not limited to customer lists or requirements, price lists or pricing structures, marketing and sales information, business plans or dealings, financial information and plans, designs, formulae, product lines, services, research activities, Intellectual Property (as defined below), concepts, ideas, suggestions and other intellectual inputs received or contributed in the course of your employment, any documents marked "confidential" (or a similar expression), or any information which you have been told is of a confidential nature or which might reasonably be expected by the Company or any other company in the CLSA Group to be regarded as confidential, or any information which has been given to the company or any other Company in the CLSA Group in confidence.)

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The provisions of this clause shall survive the termination of this agreement, for whatever reason.

Intellectual Property:

If at any time in the course of, or in connection with, your employment you make or discover or participate in the making or discovery of any Intellectual Property directly or indirectly relating to or capable of being used in the business carried on by the Company or by any other Company in the CLSA Group, the Intellectual Property shall be the absolute property of the Company and full details of the same shall immediately be disclosed in writing by you to the Company. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the Intellectual Property to the best advantage of the Company (as decided by the Company), and shall execute all documents and do all things which may be necessary or in the opinion of the Company desirable for obtaining patent or other protection for the Intellectual Property in such parts of the world as may be specified by the Company and for vesting the same in the Company or as it may direct. The obligations set out in this clause shall survive the termination of your employment for whatever reason.

You agree and undertake that any Intellectual Property made or discovered by you in the course of your employment shall not infringe any rights of any third party (including but not limited to contractual or intellectual property rights), or put the Company or the Group into disrepute, and shall be original.

The Intellectual Property includes all intellectual and industrial property and all rights therein including, without limiting the generality of the foregoing, all inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trademarks, trade names, websites, Internet domain names, logos, art work, slogans, know-how, technical information, trade secrets, processes, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefor), and all works protected by rights or forms of protection of a similar nature of having equivalent effect anywhere in the world.

Outside Interests:

You may only engage in an outside interest or activity (including any other employment, service or work in any trade, business or occupation or act as a consultant or adviser) or take on any appointment including directorships of any unlisted company if all of the following conditions are satisfied:

- it does not detract from or otherwise inhibit the proper performance of your work;
- there is no conflict with any business activity of the Group;
- there is no conflict with any business of any client of the Group, arising out of knowledge gained through employment with the Company;
- the interest, activity or appointment does not depend upon, arise from or leverage off the fact of employment by the Company; and
- the prior written approval of the Company is obtained.

You may not become a director of any listed company unless authorised by the Company.

Variation of Terms:

The Company reserves the right to vary any of the terms and conditions of your employment at any time with mutual consent of both the parties.

Declaration:

By signing this contract, you represent or agree that:

- (i) you have no criminal record nor have any criminal or civil actions been initiated against you, at any time, which you have not disclosed to the Company and you have declared to the Company any technical breaches of any security laws or regulations;
- (ii) you have not been declared bankrupt, are not the subject of bankruptcy proceedings and have not entered into a composition with creditors; or been convicted in any place of an offence involving fraud or dishonesty; or been involved in the management of an authorised institution which has been wound up or whose licence or registration has been revoked;

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- (iii) you have not breached any security laws or regulations and have not been censured by any regulatory authority;
- (iv) if you have failed to disclose or misrepresented any information deemed by the Company to be material for purposes of the Company's offer of employment to you or any of the statements made by you herein, the Company will be free to dismiss you immediately, without liability for such dismissal; and
- (v) you are free to enter into this contract and to take up employment with the Company from the commencement date and are not subject to any agreement, arrangement or other restriction affecting your right to compete with any person or to solicit clients or employees of any person or in any way to restrict you from performing your obligation hereunder.

Privacy Policy & consent for collection & disclosure of personal information:

You have read, understood and agree to the terms and conditions contained in the privacy policy (Privacy Policy) which forms part of the Employee Handbook published on the website of Company. The current Privacy Policy is detailed in the Privacy Policy which can be obtained from the staff website. You unconditionally and unequivocally consent and allow the Company and/ or its group companies to do the following:

- a) to collect, possess, receive, upload, store, deal with, handle and/ or use your personal information provided to the Company as well as to be provided from time to time, for lawful purposes connected with my employment and in respect of any services I may obtain from the Company or any of the CLSA Group Company, as detailed in the Privacy Policy;
- b) to share, disclose, transfer and/ or provide access to your personal information to such persons as specified in the Privacy Policy
- c) to upload your personal information on the website, intranet and other web portals of the Company.

Other Conditions:

This letter and the documents and policies referred to therein constitute the entire agreement between the Company and you and shall be in substitution for any subsisting agreement, service agreement or contract of employment (oral or written) made by the Company and you in relation to your employment. You warrant and agree that the Company and you are entering into this agreement on the basis that the Company has not made any representations to you and you are not relying on any representations not expressly set out in this letter.

You agree that any personal information and /or employment data collected and held by the Company may be used or transferred (whether within/ outside India) by the Company to any Group Company or any internal or external service providers for purposes relating to your employment. You understand and agree that it is the Company's policy to retain certain personal data of employees after the cessation of their employment with the Company in general, for 7 years after the termination of an employee's employment, or such other periods as prescribed by applicable laws and regulations, or longer for one or more other purposes with your consent.

If any provision or part of a provision of this letter or a clause hereof is determined to be illegal or unenforceable each of the remaining provisions within that clause and the remainder of this letter will be severable and enforceable in accordance with its terms.

Where there is any inconsistency between this letter and any of the documents and policies referred to therein, this letter will prevail.

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The terms and conditions set out herein will be governed by, and construed in accordance with, the laws of the India. The Company and you agree to submit to the non-exclusive jurisdiction of the India Courts and Labour Tribunal in respect of any claim or matter arising under this letter or your employment with the Company.

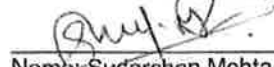
If you agree and accept the above terms and conditions, please sign and return the duplicate copy of this letter to me as soon as possible.

Yours sincerely
For and on behalf of
CLSA Technology & Services LLP


Sushmita Paul

HR Business Partner - Pune

I hereby agree and accept the terms and conditions as set out above:


Name: Sudarshan Mehta
Date: 27/9/17





Appendix A

#	Compensation Heads	Amount in INR (Monthly)
1	Basic	36,922/-
2	Medical reimbursement	1,250/-
3	House Rent Allowance	14,918/-
4	Leave Travel Assistance	3,729/-
5	Telephone reimbursement	1,000/-
6	Fuel Reimbursement	1,800/-
7	Food Voucher	2,200/-
8	Gift Coupons	417/-
9	Net per month	62,236/-
10	Co. contribution to PF per month	4,431/-
11	Gross per month	66,667/-
	Base Fixed Salary per annum	800,000/-

Yours sincerely

For and on behalf of
CLSA Technology & Services LLP

Sushmita Paul
HR Business Partner - Pune

I hereby agree and accept the terms and conditions as set out above:

Name: Sudarshan Mehta
Date: 27/9/17

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SALES - MARKETING

CONFIDENTIAL

14 March 2018

Himanshu Prakash Khatri
H No. 164 C/O M.R.Textiles Kamptee,
Line Near Shani Mandir,
Rajnandgaon (C.G.) Pincode : 491441.

Dear Himanshu:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Business Technology Analyst. We hope that you give this opportunity with ZS serious consideration.

Your joining location at 'ZS' will be driven by business needs that arise closer to your actual joining. We will try to align your joining location preference to the best we can manage however; it could be either Pune or Delhi office. We will confirm joining location closer to the actual joining date.

ZS has a very special culture of collaboration and innovation. We focus our attention on producing client work of outstanding quality, and we share a belief in learning, self-improvement and expertise as a means to achieving that quality.

Salary: Your annual gross salary will be INR 550,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. In your joining year, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation. All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins at your two-year anniversary. Payout details can be found in Appendix 1.

All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.



Provident Fund: When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. Personal contributions to the account of up to 12% of basic salary will be deducted from your gross salary; the firm makes matching contributions to your account.

Gratuity: After you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

In addition to components of the offer detailing direct compensation described above, this offer also includes elements describing non-cash benefits of employment with ZS. You will be eligible for all of the following benefits as of your start date with ZS. Benefits described are subject to taxes based on the prevailing government guidelines.

Annual Leave, Holidays and Sick Time: We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. Any accrued annual leave balance in excess of 10 days is encashed each January. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

Insurance: We offer a group insurance plan to cover hospitalization expenses for employees and up to three direct family members residing in the same household. Additionally, ZS pays for an annual Executive Health Check. ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

Meals and Transportation: ZS provides meals during regular working hours and based on project needs. ZS also arranges shared daily commute transit for employees within defined geographic zones. For details please refer to Appendix 2.

Broadband access: ZS will provide a broadband allowance of INR 1,500 per month through payroll. We will also reimburse a one-time 'installation charge' of INR 500 against the receipt from your broadband service provider. We expect that you install a high-speed broadband connection at home to enable you to work remotely for project demands, and recommend at least a 2.0 MBPS wired connection. ZS retains the right to conduct random audits to ensure appropriate use of the allowance.

Finally, the following elements of your offer relate to logistics: getting you to ZS and getting you started.

Relocation: We will provide relocation assistance to help you move closer to your ZS office. If you are relocating from another city, ZS provides the following support:

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 30,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous



full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

If you are relocating within cities, ZS will provide you with a relocation allowance if you wish to relocate closer to the office. For more details, please free to contact Akanksha Jaiswal (Akanksha.Jaiswal@zs.com) if you will be relocating within Delhi or Shweta Bhakre (Shweta.Bhakre@zs.com) or Seema Barage (Seema.Barage@zs.com) if you will be relocating within Pune.

Confidentiality and Employment Agreement: Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. In order for you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

ZStart and Orientation: New associates who begin employment between ZStart sessions participate in an office-based Orientation program to gain a basic understanding of ZS culture and work. The ZStart Academy program, held several times per year is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. Both session provide an excellent opportunity to get to know other new ZS associates.

Start Date and Formalities: We prefer that individuals start employment with ZS on Mondays. Once you accept our employment offer, a Human Resources representative will contact you to finalize a start date.

This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to bring the following:

- Original certificates of all educational qualifications, each with a photocopy
- Adhaar Card
- Proof of age (Pan Card or Passport photocopy)
- Relieving letter photocopy
- Photocopy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

We are pleased by the possibility of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until 16 April 2018.

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. If, in the course of your interviews, we



solicited references or indicated the need for a background check, this offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to call me.

We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,

A handwritten signature in black ink, appearing to read 'Tarun'.

Tarun Pandey
Office Managing Principal

DocuSigned by:
Signature: Himanshu Prakash Khatri
CE790BE4851C4A8...
Name as it appears on PAN card or passport: HIMANSHU KHATRI
Date Signed: 06-Apr-2018

(05) OK



Mu Sigma

Mu Sigma - Offer of Intent

Date : 2nd August, 2017

Name Bhavik Chandrashekhar Bhosale
College Maharashtra Institute of Technology, Pune

Dear Bhavik Chandrashekhar Bhosale

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹ 2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

For Mu Sigma Business Solutions Pvt. Ltd.

Authorized Signatory

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA INDIA 560066

Tel: +91 80 7154 8000 | Fax: +91 80 4054 9300 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

(6)

OK



Mu Sigma

Mu Sigma - Offer of IntentDate: 2nd August, 2017Name Rahul ArandCollege Maharashtra Institute of Technology, PuneDear Rahul Arand,

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹ **2,100,000/-** (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

For Mu Sigma Business Solutions Pvt. Ltd.

Authorized Signatory

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA INDIA 560066

Tel: +91 80 7154 8000 | Fax: +91 80 4054 9300 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date : 2nd August, 2017

Name Ankit Kumar Sinha

College Maharashtra Institute of Technology, Pune

Dear Ankit Kumar Sinha

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹ 2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

For Mu Sigma Business Solutions Pvt. Ltd.

Authorized Signatory

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA INDIA 560066

Tel: +91 80 7154 8000 | Fax: +91 80 4054 9300 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Varroc Engineering Pvt. Ltd.

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, India

Tel +91 240 6653600
Fax +91 240 2564540

email: varroc_info@varrocgroup.com
www.varrocgroup.com
CIN : U28920MH1988PTC047335



Date: 31 August 2017

To,
Nikhil Shitole
5A/236, Sr No-49, Raghuvinternagar,
Pune

JOB OFFER LETTER

Dear Nikhil,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **"GRADUATE ENGINEER TRAINEE"** of our organization, as per the terms and conditions discussed with you in person. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates.

Your date of joining shall be informed to you shortly. This offer is subject to you passing your BE exams and clearing the Pre-Employment Medical Examination.

Please sign this letter as a token of your acceptance & courier it to us as soon as possible. An e-mail confirming your acceptance would also be highly appreciated.

We look forward to a very long & fruitful relationship with you.

Congratulations once again!

Yours faithfully,
For Varroc Group,

A handwritten signature in black ink, appearing to be 'AK' or similar initials.

Amjad Khan
Deputy General Manager – Human Resource

Varroc Engineering Pvt. Ltd.

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, IndiaTel +91 240 6653600
Fax +91 240 2564540email: varroc.info@varrocgroupp.com
www.varrocgroupp.com
CIN : U28920MH1988PTC047335

Sl. No.	Salary Breakup	
	Particulars	
(A)	Monthly Components	
1	Basic Salary	Amount
2	House Rent Allowance (HRA)	10000
3	Transport Allowance	5000
4	Uniform Maintenance Allowance	1600
5	Bonus	1250
6	Miscellaneous Allowance	583
	Gross Salary (Monthly)	13070
(B)	Retrials	31503
1	Provident Fund (Company Contribution)	
2	Gratuity(As per Gratuity Act)	1200
	Total (Monthly)	481
(C)	Uniform Cost (Monthly)	1681
		150
D= (A+B+C)	Grand Total (Monthly)	33334
(E)	Yearly CTC (D*12)	400000

Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per The Gratuity Act, 1972

Pre-Employment Medical Test

You would undergo Pre-employment Medical Test, the cost would be borne by the company, subject to the amount as specified in the Company Policy.

To complete the joining formalities, Request you get photocopies of the following documents.

1. Qualification Certificates
2. Experience Certificates (If any)
3. Date of Birth proof & Photo Identification Proof (Indian Government Recognized) – PAN Card, Driving License, Passport, Election Card)
4. 4 Passport Size Photographs

Amjad Khan
Deputy General Manager – Human Resource

Nikhil Shitole

✓

Varroc Engineering Pvt. Ltd.
Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, India

Tel +91 240 6653600
Fax +91 240 2564540

email: varroc.info@varrocgroup.com
www.varrocgroup.com
CIN : U28920MH1988PTC047335



Date: 31 August 2017

To,
Shankar Kadam
Bharti towers, Ambika nagar
Indapur

JOB OFFER LETTER

Dear Shankar,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "GRADUATE ENGINEER TRAINEE" of our organization, as per the terms and conditions discussed with you in person. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates.

Your date of joining shall be informed to you shortly. This offer is subject to you passing your BE exams and clearing the Pre-Employment Medical Examination.

Please sign this letter as a token of your acceptance & courier it to us as soon as possible. An e-mail confirming your acceptance would also be highly appreciated.

We look forward to a very long & fruitful relationship with you.

Congratulations once again!

Yours faithfully,
For Varroc Group,

Amjad Khan
Deputy General Manager – Human Resource

Varroc Engineering Pvt. Ltd.

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, IndiaTel +91 240 6653600
Fax +91 240 2564540email: varroc.info@varrocgroup.com
www.varrocgroup.com
CIN : U28920MH1988PTC047335

Sl. No.	Salary Breakup	
	Particulars	
(A)	Monthly Components	Amount
1	Basic Salary	10000
2	House Rent Allowance (HRA)	5000
3	Transport Allowance	1600
4	Uniform Maintenance Allowance	1250
5	Bonus	583
6	Miscellaneous Allowance	13070
	Gross Salary (Monthly)	31503
(B)	Retrials	
1	Provident Fund (Company Contribution)	1200
2	Gratuity(As per Gratuity Act	481
	Total (Monthly)	1681
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(E)	Yearly CTC (D*12)	400000

Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per The Gratuity Act, 1972

Pre-Employment Medical Test

You would undergo Pre-employment Medical Test, the cost would be borne by the company, subject to the amount as specified in the Company Policy.

To complete the joining formalities, Request you get photocopies of the following documents.

1. Qualification Certificates
2. Experience Certificates (If any)
3. Date of Birth proof & Photo Identification Proof (Indian Government Recognized) – PAN Card, Driving License, Passport, Election Card)
4. 4 Passport Size Photographs

Amjad Khan
Deputy General Manager – Human Resource

Shankar Kadam

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

23-Feb-2018

Sushma Ashok Singh

Q.No C-28, Sector 2, Jayant, Singrauli, Madhya Pradesh Madhya Pradesh, India
9960572392

Dear Sushma,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination at your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification, background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: b56f0491-2bca-486c-afef-3a1f711ef9fe_1
Signed By: Mohan Sekhar

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

22-Feb-2018

Prerana Mukund Chotai

MANIDWEEP, Dwarika society, Opposite to church , Bypass road, Chendhare, Alibag, Raigad, Maharashtra, India
8421731976

Dear Prerana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature

Prerana

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

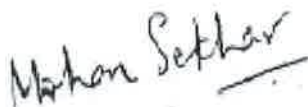
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2

PRERANA MUKUND CHOTAI

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Phofar

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

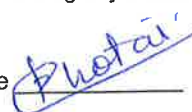
1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

P. Hota

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

www.accenture.com

**Book1.xlsx**

19K

95767	AJINKYA VIJAY KULKARNI	ajinkyakulkarni333@gmail.com	8/30/1996	Male
95761	Omkar Achyut Kumthekar Kumthekar	kumthekar13@gmail.com	5/13/1997	Male
95753	NEHA SAMSON KAUNDS	neh.kaunds@gmail.com	7/10/1996	Female
95751	Shabbar Ali Abid Ali Ghadiyali Ghadiyali	shabbarghadiyali@gmail.com	6/11/1996	Male
95749	Omkar Ashok Kalange	omikalange1@gmail.com	8/31/1996	Male
95744	Ruchira Sudhir Madhukar Nirale Nirale	ruchira.nirale@gmail.com	3/18/1996	Female
95736	Rohan Nitin Gandhi	rohangandhi109@gmail.com	2/23/1997	Male
95732	Anup Upendra mishra Kumar	anupkumara4k@gmail.com	3/25/1996	Male
95720	Akash Sunil Shahade	akashshahade121@gmail.com	7/13/1996	Male
95698	Mohini Sahebrao Tukaram Bhamare Bhamare	mohinisaheb77@gmail.com	5/25/1996	Female
95696	SHRUSHTI VILAS ABHYANKAR	shrushtisonal@gmail.com	2/12/1997	Female
95692	GAUTAMI GIRISH KESKAR	gautami.keskar@gmail.com	9/6/1996	Female
95674	Shraddha kalyan Nigade	shraddha.nigade17@gmail.com	9/17/1996	Female
95658	SHIVANI RAMCHANDRA JAGADALE JAGADALE	shivanijagadale7@gmail.com	5/7/1997	Female
95656	Anup Ganesh Nimbalkar	anupnimbalkar23@gmail.com	4/14/1996	Male
95650	Gaurav Baban Namde	gauravnamde143@gmail.com	10/20/1996	Male
95648	Kunal Pradeep kampassi Kampassi	aarohan.kunal@gmail.com	6/12/1996	Male
95645	PRITESH TEJPAL GANDHI	priteshtg@gmail.com	6/24/1996	Male
95640	Shreyas Vinay Limaye	shreyas.limaye96@gmail.com	3/1/1996	Male
95630	Ritwik Pradeep Jadhav	jritwik5@gmail.com	7/5/1996	Male
95624	Parisa Vinod Moon	moonparisa@gmail.com	8/8/1996	Female
95600	Kshitij Narendra Kumar Pandey Pandey	kshitijpandey21striking@gmail.com	12/21/1996	Male
95598	Aysha Chakure Ayub Chakure	ayshachakure22@gmail.com	11/22/1996	Female
95575	Manali Satish Arjun Waikar Waikar	waikarmanali25@gmail.com	7/25/1996	Female
95555	Swanand Manoj Patwardhan	patwardhaswanand96@gmail.com	9/14/1996	Male
95552	SHUBHAM RAJESH SISODIA	srsisodia007@gmail.com	8/9/1996	Male
95547	Kushwant Mr Arun Kumar Kumar	khushkumar86@gmail.com	1/10/1998	Male

OK
13



Strictly Private and Confidential

22-Feb-2018

Ahmed Yunus Mullaji

**At post Jalal Shah Mohalla, Bhoste, Khed, Ratnagiri, Mumbai, Maharashtra, India
8237340145**

Dear Ahmed,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

Candidate's Signature

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2

AHMED YUNUS MULLAJI

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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22-Feb-2018

Miraj Rajesh Kapadia

C/505, Amardham, Sheela Park, Tithal Road, Valsad, Gujarat, India -396001

9665022776

Dear Miraj,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

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Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, If available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

18



Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Accenture : Campus selections

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Mon, Sep 11, 2017 at 11:11 AM

Accenture has selected 40 students of MITAOE, through the campus recruitment process conducted at MIT Campus on 8th & 9th September 2017. Enclosed please find attached herewith the list of selected students.

Overall details of Accenture Campus Recruitment:

Total Number of student applied : 1103

Total Number of students cleared aptitude Test: 446

Total number of selections: 179

Break-up: MITCOE - 83, MIT Pune - 47, MITAOE - 40, MCA colleges - 9

 **Accenture Selections_MITAOE.pdf**
1802K

ACCEPTANCE FORM						
NAME OF COLLEGE :	MITAGE	LIST OF STUDENTS SELECTED BY ACCENTURE	B.E.: 2018 BATCH	CAMPUS DATE: 09.09.2018		
SL.NO.	Name of Student (First, Middle, Last)	Placement ID	Branch	Aggregate % (ex-99.99%)	Contact Number	Acceptance Signature
1	Dhirendra Rajendra Sureshwar	B306180051	Mechanical	65.77%	7704595642	
2	Frothik Pradeep Desai	B306180055	Mechanical	67.28	8983533519	
3	Arunima Ashok Kori Singh	B301180017	E & TC	60.87%	7768944682	
4	Shubhamitakam	B304180029	IT	66.95%	735771126	
5	Sumit Sudhiv K. Singh Ranbir	B304180079	IT	71.80%	1941182688	
6	Papila Shinde	B303180065	Computer	64.71%	7983947164	
7	Prachi Karman Jadhav	B303180033	Computer	64.18%	805902421	
8	Arif Natarajan	B301180022	E & TC	64.61%	7350551148	
9	Astha Gupta	B304180006	IT	71.12%	9764382370	
10	Sushma Singh	B307180048	Chemical	79.96%	9760572372	
11	Prerana Mukund Chotai	B309185908	Chemical	61.73%	8421731976	
12	Grisha Jaisan Dialani	B309185914	Chemical	70.95%	888846466	
13	Manali Satish Waikar	B306180975	Mechanical	43.21%	5730544491	
14	Shivani Jagadale	B309185954	Chemical	73.48	9860501281	
15	Miraj Khadadi	B309185934	Chemical	72.16%	9665028776	
16	Aman Thapali	B306180813	Mechanical	71.62%	9565300274	
17	Ahmed Mulaji	B309181020	Chemical	71.71%	823734016	
18	Anika Kumthekar	B304180045	IT	60.36%	9158726444	
19	Mayur Murjan	B304180042	IT	61.35%	8340524115	
20						

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

www.accenture.com

**Book1.xlsx**

19K

CandidateId	Name	Email1	DateOfBirth	Gender
97075	Aryan ashok kumar singh Singh	saryan639@gmail.com	8/12/1996	Male
97027	Shreya Amal Chakraborty	chakrabortys882@gmail.com	7/14/1994	Female
97012	SHYAMAL DEEPAKBHAI DHINOJA	shyamaldhinoja7@gmail.com	10/15/1994	Male
96981	Hitesh Bhagchandra Narsinghani	hitesh221294@gmail.com	12/22/1994	Male
96966	Gaurav Kumar Singh	gaurav3017@gmail.com	2/17/1995	Male
96935	Shrey Ramesh Rathi	shrey.rathi93@gmail.com	8/5/1993	Male
96899	Varada Sharad Marathe	marathe.varada@gmail.com	10/27/1994	Female
96897	Sailee Mahesh Manjrekar	manjresaillee9@gmail.com	4/9/1992	Female
96875	Devashish na Saksena	aks7077@gmail.com	4/2/1994	Male
96870	Antara na Anandita	ananditaantara94@gmail.com	3/4/1994	Female
96853	Shweta Dattatraya Chilka	chilkashweta@gmail.com	4/1/1996	Female
96850	Harshal Dinkar Karankal	harshalkarankal1@gmail.com	8/24/1995	Male
96840	NIKITA SANDEEP GORE	nikkiegore@gmail.com	12/16/1996	Female
96833	SUMIT Sudhir Kumar Singh RANJAN	srsomit76@gmail.com	9/19/1995	Male
96803	AKSHAY JAYPRAKASH DWIVEDI	dwivediakshay007@gmail.com	10/21/1996	Male
96800	Anand D Ravi Ravi	anandravi24@yahoo.co.in	12/24/1995	Male
96786	Ojas Ajit Apte	ojas2481@gmail.com	7/24/1996	Male
96778	Khalid Zamir Shaikh Shaikh	khalidshaikh2305@gmail.com	5/23/1997	Male
96773	ADITYA Praveen kumar ABHASH	mail.adityaabhash@gmail.com	10/27/1996	Male
96771	Sanket Sanjay Chikalge	sanketchikalge@gmail.com	12/12/1996	Male
96766	Shreyas Dnyaneshwar Oundhakar	oundhakar.shreyas@gmail.com	2/24/1996	Male
96764	Shweta Baban Dabare	shwtdbr@gmail.com	3/30/1997	Female
96763	Mayura Vijay Bhingarde	mayurabhingarde@gmail.com	12/29/1996	Female
96761	SIDDHANT SANJAY JOSHI	siddhantjoshicr@gmail.com	6/13/1996	Male
96758	Shrey Rajesh Maheshwari	shreymaheshwari1@gmail.com	10/31/1996	Male
96757	Sai Madhuraj Jadhav	sai.m.jadhav@gmail.com	4/9/1996	Female
96755	Atharva Anil Hiray	atharvahiray96@gmail.com	5/25/1996	Male



Strictly Private and Confidential

23-Feb-2018

Aditya Vijay Bhujbal

**5 mile dharamnagar Jagdamba H.soc lane no-1 Vadgoansheri nagar road near Inorbit Mall Pune, Maharashtra, India
7387025624**

Dear Aditya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

Candidate's Signature

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

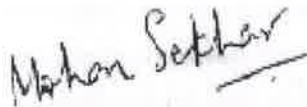
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature



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 - 10% of such claims for self, spouse and 2 dependent children
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4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



BE Comp. 2018

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

23-Feb-2018

Arpit Srivastava

Flat 101, Alpine Castle, Midtown Society, Sopan Baug, Pune, Maharashtra.
9923329296

Dear Arpit,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Version 5.0 (Feb 2018)

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Candidate's Signature

A. Sriv

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

ARPIT SREIVASTAVA

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (iNR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (iNR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

A. Sriv

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



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**BE YOURSELF,
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(19) OK
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23-Feb-2018

Avinash Mahesha Singh

**Flat no:- 602, Plot no:-59, Patel Raj Park, Sector:-17, Ulwe Node, Navi Mumbai, Thane, Maharashtra, India
8446872416**

Dear Avinash,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Version 5.0 (Feb 2018)

Candidate's Signature

(Signature)

Reference Id: 7b858758-032a-4a84-b9b4-ca68df6c359b_1
Signed By: Mohan Sekhar

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

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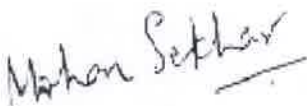
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:




Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2

AVINASH SINGH

[Insert full legal name]

Candidate's Signature


04/04/2018

1

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>
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23-Feb-2018

Vinay Uday Naik

**Flat No. 403, Shakti Apartment, Sangamwadi, Yerwada, Pune, Maharashtra, India
7709755191**

Dear Vinay,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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Version 5.0 (Feb 2018)

1

Candidate's Signature

H. Naik

Reference Id: f28c6615-0cd7-4035-b0bc-2910b87de022_1
Signed By: Mohan Sekhar

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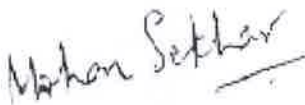
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:




Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2

JINAY UDAY NAIK

[Insert full legal name]

Candidate's Signature 

04/04/18

21 OK
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MAKE A DIFFERENCE.**

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23-Feb-2018

Prachi Laxman Jadhav

B-6/ flat no:18, Sairaj Residency, Krushna Chowk, New Sangvi, Pune-411061.

8605982421

Dear Prachi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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Version 5.0 (Feb 2018)

Candidate's Signature

Prachi

Reference Id: f2a6a547-641d-4e74-ad55-4108953104ad_1
Signed By: Mohan Sekhar

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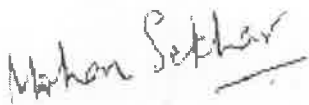
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Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

[Insert full legal name]
Candidate's Signature _____



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

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Gratuity as per law [#]	5,290
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Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

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- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

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Prachi

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
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Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



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22-Feb-2018

Sagar Daulat Kataria

Shraddha society, B-28, Plot No. 164/165, Near Royale world school, PimpriPune, Maharashtra, India
9766034970

Dear Sagar,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Version 5.0 (Feb 2018)

1

Candidate's Signature

S D Kataria

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In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

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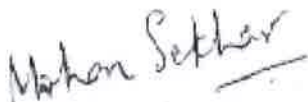
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

Sagar Daulat Kataria
[Insert full legal name]

Candidate's Signature





Strictly Private and Confidential

01-Mar-2018

Papila Shinde

**SR No -2 Gaikwad Nagar, Near Bhagini Nevideta Prathistan(girls hostel), Dighi, Alandi Road, Pune, Maharashtra.
7387947164**

Dear Papila,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

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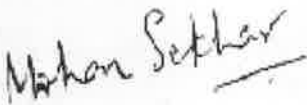
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ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

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22-Feb-2018

Arti Natrajan

B-49, Anugraha housing society, MHADA colony, Morwadi, Pimpri, Pune 411018
7350581148

Dear Arti,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature



Reference Id: f04609f4-b287-4c6a-b7ac-0379505135ff_1
Signed By: Mohan Sekhar

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

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Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
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4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



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22-Feb-2018

Aryan Singh

House no. A/17, Road no. 18 ,Rajiv Nagar, Patna, Patna, Bihar, India
7768944682

Dear Aryan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: 89a6757f-9ed8-4ad4-8969-a8a3a4e43d5e_1
Signed By: Mohan Sekhar

ANNEXURE - I
COMPENSATION & BENEFITS

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Annual Fixed Compensation

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6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number

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26 OK
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22-Feb-2018

Shanu Kumar Gupta

C/O-LATE GANGA SAW S/O-SURESH KUMAR GUPTA GOL BAGICHA GABRA PAR ,NEAR RAILWAY STATION

GAYA,BIHAR.

8055277756

Dear Shanu,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
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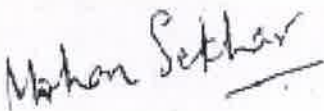
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature Shanu

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COMPENSATION & BENEFITS

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 - 10% of such claims for self, spouse and 2 dependent children
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From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



Strictly Private and Confidential

22-Feb-2018

Pradnya Vijay Kadam

**AT POST-YERAWALE TAL-KARAD, DIST-SATARA, KOLHAPUR, MAHARASHTRA- PIN -415122
9765198554**

Dear Pradnya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever"

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. **I authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature :



Full Name in Capitals:

OMKAR ACHYUT KUMTHEXAR

Date of Signature :

17102017

Note Instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.



Pankaj Gandhi's Academy

12/13, Venkateshwara House, Above Hotel Woodland,
Near Sharda Centre, Net Stop, Pune - 411 004.

STUDENT'S IDENTITY CARD

Name : Mr Ganesha
Sarap
Course : Weekend (Aptitude)
Batch : to (Comm. & PD)
Timings : 22/2/14
Reg. Date : 22/2/14

Authorised Signatory

Card is compulsory in every lecture

✓

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

29

Strictly Private and Confidential

22-Feb-2018

Ishwar Shankarling Danadamani

D-44, Vishwaroop Hsg Soc., Balaji Nagar, Wadgaonsheri, Pune, Maharashtra

8793538905

Dear Ishwar,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: 94a100ec-c95a-46c8-a845-aa161ea59cd9 1

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

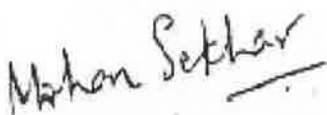
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

[Insert full legal name]
Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Accenture Solutions Private Limited

Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. I authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect, barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature :



Full Name in Capitals:

SHUBHAM KAKANI

Date of Signature :

20042018

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

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22-Feb-2018

Shreya Gopal Sharan Sharan

**First House Left, Sita Sharan Lane, Mithapur, Patna, Bihar, India- 800001
7677747969**

Dear Shreya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature

Shreya

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

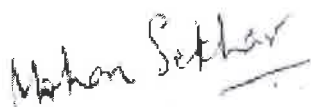
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

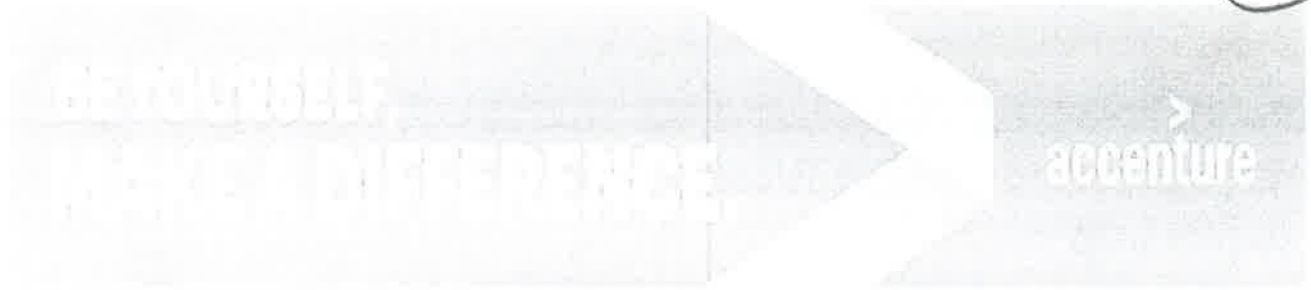


Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

Shreya Sharon
[Insert full legal name]

Candidate's Signature Shreya -

OK 32



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22-Feb-2018

Astha Gupta

P-6/201 Empire Estate, Chinchwad, Pune-411019.
9764382390

Dear Astha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Version: 5.0 (Feb 2018)

1

Candidate's Signature

Astha

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.



Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever"

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. I authorize Accenture Solutions Private Limited and its representative to initiate necessary enquiries/checks with immediate effect; barring my current employment. Verification of current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature

: Mayur Mayur

Full Name in Capitals:

MAYUR BALAJI MUNJANE

Date of Signature

:

1	7	1	0	2	0	1	7
---	---	---	---	---	---	---	---

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

(34) (1)

Accenture Solutions Private Limited

Letter of Authorization

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I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature :

Aaditya Abhash

Full Name in Capitals:

ADITYA ABHASH

Date of Signature :

09/10/2017

Note Instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

Accenture Solutions Private Limited

Letter of Authorization

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- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

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I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature :

Sumit Ranjan

Full Name In Capitals:

SUMIT RANJAN

Date of Signature :

09/10/2017

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

23-Feb-2018

Pratik Desai

Antariksha Housing Society, B_4/101, Udhyamnagar, Pimpri, Pune, Maharashtra.

8983513519

Dear Pratik,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: 3d7b6021-44f2-4a2c-87c5-1f244ec00b63_1
Signed By: Mohan Sekhar

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

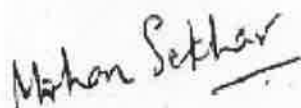
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

www.accenture.com

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19K

95545	Aman Rajeev Kumar Tripathi Tripathi	amanrktripathi@gmail.com	7/8/1996	Male
95542	KUMAR JITENDRA KUMAR GAURAV	mekumargaurav56@gmail.com	1/21/1996	Male
95538	ROHIT PRAVEEN KUMAR KUMAR	rohitcool1195@gmail.com	9/11/1995	Male
95537	NISHA RAMESHRAO KAWALE	nisha3kawale@gmail.com	2/3/1997	Female
95536	Prerana Mukund Chotai	preranachotai1409@gmail.com	9/14/1996	Female
95535	Aditya Sanjay Gandhi	adifeb22@gmail.com	2/22/1997	Male
95534	SOURABH KUMAR SHAH	sourabh12.kumar.com@gmail.com	10/16/1995	Male
95531	siddhi bharat Patel	siddhi0707@gmail.com	10/22/1996	Female
95525	Atul Dr Sushil Kumar Mandal Anand	anandatul330@gmail.com	7/22/1995	Male
95522	Sneha Ramling Tenkale	tenkalesneha@gmail.com	4/30/1996	Female
95511	NEETU VINOD VANGANA VANGANA	neetuvangana@gmail.com	3/26/1996	Female
95508	Supriya Prasanna Bagade	bsupriya2301@gmail.com	1/23/1997	Female
95504	Shreyaa deepak kumar dixit Dixit	shreyaadixit11@gmail.com	1/8/1996	Female
95489	Swati Birendra Sahu Swaraj	swatiswaraj5555@gmail.com	9/13/1995	Female
95487	Asfar Afzal Mohd	asfarafzal@gmail.com	7/19/1996	Male
95452	Papila Shivaji S Shinde Shinde	papilashinde5@gmail.com	5/5/1996	Female
95423	Sagar Daulat Kataria Kataria	kataria.sagar5952@gmail.com	3/17/1996	Male
95391	Prachi Laxman Jadhav	jadhavprachie17@gmail.com	8/17/1996	Female
95385	Vinay Uday Naik Naik	naikvinay832@gmail.com	12/27/1996	Male
95373	Avinash Maheshanand Singh Singh	singhy05081996@gmail.com	8/5/1996	Male
95363	Arpit Ravi Srivastava Srivastava	arpitsri08@gmail.com	10/8/1996	Male
95356	SAMRUDHI SHASHANK DESHMUKH	sdeshmukh2014@gmail.com	9/7/1996	Female
95352	Pratik pradeep desai desai	pratikdesai2341@gmail.com	8/22/1996	Male
95350	Aditya Vijay Bhujbal	aditya.bhuj007@gmail.com	6/22/1996	Male
95335	Sushma Ashok Singh	sushmasingh1296@gmail.com	12/25/1996	Female



Strictly Private and Confidential

22-Feb-2018

Atul Anand

HOUSE NO. 123, BLOCK NO. 12, PROFESSORS COLONY, NAUGACHIA, BHAGALPUR, BIHAR.
8788241987

Dear Atul,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

Candidate's Signature Atul Anand

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

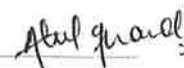
Version 5.0 (Feb 2018)

2



[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

39

OK



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22-Feb-2018

Sourabh Kumar Shah

VILL- DHARANI PO- DHARANI DISTRICT- GHAZIPUR, Uttar Pradesh, India

7276830719

Dear Sourabh,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

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Candidate's Signature

Sourabh Kumar Shah

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

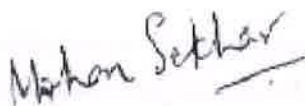
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Saurabh Kumar Shah

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
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ANNEXURE - II

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1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Mein 2018.

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

www.accenture.com

**Book1.xlsx**

19K

95656	Anup Ganesh Nimbalkar	anupnimbalkar23@gmail.com	4/14/1996	Male
95650	Gaurav Baban Namde	gauravnamde143@gmail.com	10/20/1996	Male
95648	Kunal Pradeep kampassi Kampassi	aarohan.kunal@gmail.com	6/12/1996	Male
95645	PRITESH TEJPAL GANDHI	priteshtg@gmail.com	6/24/1996	Male
95640	Shreyas Vinay Limaye	shreyas.limaye96@gmail.com	3/1/1996	Male
95630	Ritwik Pradeep Jadhav	jritwik5@gmail.com	7/5/1996	Male
95624	Parisa Vinod Moon	moonparisa@gmail.com	8/8/1996	Female
95600	Kshitij Narendra Kumar Pandey Pandey	kshitijpandey21striking@gmail.com	12/21/1996	Male
95598	Aysha Chakure Ayub Chakure	ayshachakure22@gmail.com	11/22/1996	Female
95575	Manali Satish Arjun Waikar Waikar	waikarmanali25@gmail.com	7/25/1996	Female
95555	Swanand Manoj Patwardhan	patwardhaswanand96@gmail.com	9/14/1996	Male
95552	SHUBHAM RAJESH SISODIA	srsisodia007@gmail.com	8/9/1996	Male
95547	Kushwant Mr Arun Kumar Kumar	khushkumar86@gmail.com	1/10/1998	Male
95545	Aman Rajeev Kumar Tripathi Tripathi	amanrktripathi@gmail.com	7/8/1996	Male
95542	KUMAR JITENDRA KUMAR GAURAV	mekumargaurav56@gmail.com	1/21/1996	Male
95538	ROHIT PRAVEEN KUMAR KUMAR	rohitcool1195@gmail.com	9/11/1995	Male
95537	NISHA RAMESHRAO KAWALE	nisha3kawale@gmail.com	2/3/1997	Female
95536	Prerana Mukund Chotai	preranachotai1409@gmail.com	9/14/1996	Female
95535	Aditya Sanjay Gandhi	adifeb22@gmail.com	2/22/1997	Male
95534	SOURABH KUMAR SHAH	sourabh12.kumar.com@gmail.com	10/16/1995	Male
95531	siddhi bharat Patel	siddhi0707@gmail.com	10/22/1996	Female
95525	Atul Dr Sushil Kumar Mandal Anand	anandatul330@gmail.com	7/22/1995	Male
95522	Sneha Ramling Tenkale	tenkalesneha@gmail.com	4/30/1996	Female
95511	NEETU VINOD VANGANA VANGANA	neetuvangana@gmail.com	3/26/1996	Female



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22-Feb-2018

Kumar Gaurav

NADWAN PLASTIC INDUSTRIES NEW AREA JAKKANPUR PATNA BIHAR.

7040700568

Dear Kumar,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

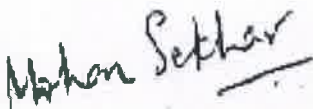
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2

KUMAR GAURAV

[Insert full legal name]

Candidate's Signature



OK

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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22-Feb-2018

Aman Tripathi

**S/o Rajeev Kumar Tripathi, Vill-Madhawapur, P.O.-Chiyasar, Dist-Kannauj
9565300274**

Dear Aman,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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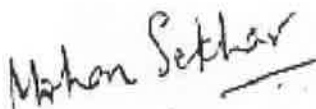
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

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2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



Strictly Private and Confidential

22-Feb-2018

Shubham Rajesh Sisodia

SR. No. 73, Shivnagari Colony 2, Adarshnagar, Dighi Pune, Maharashtra, India
9075785579

Dear Shubham,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

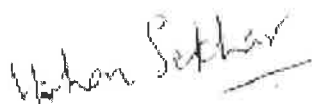
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.


Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

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Shubham Rajesh Sisodia
[Insert full legal name]
Candidate's Signature 

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

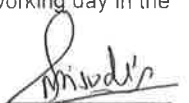
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ANNEXURE - II

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1. Two copies of your recent passport size photographs.
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3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number



44 OK

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

22-Feb-2018

Manali Satish Waikar

6/115, Kalas Malwadi, Dighi Camp, Alandi Road, Pune-Maharashtra, India

8796944486 9168112944

Dear Manali,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature

(M) Waikar

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

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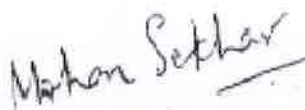
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature



ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

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Local Variable Bonus (LVB)

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Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

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Strictly Private and Confidential

22-Feb-2018

Aysha Chakure

SR.NO-77 Near Rammandir , Sangamwadi,Pune-411003

8657656406

Dear Aysha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Version 5.0 (Feb 2018)

1

Candidate's Signature _____

Reference Id: 3320a24a-abbd-4a36-9523-9ffb2a9591a1_1

Signed By: Mohan Sekhar

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

Version 5.0 (Feb 2018)

[Insert full legal name]

Candidate's Signature _____

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COMPENSATION & BENEFITS

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Annual Fixed Compensation

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 - 10% of such claims for self, spouse and 2 dependent children
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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

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19K

95720	Akash Sunil Shahade	akashshahade121@gmail.com	7/13/199
95698	Mohini Sahebrao Tukaram Bhamare Bhamare	mohinisaheb77@gmail.com	5/25/199
95696	SHRUSHTI VILAS ABHYANKAR	shrushtisonal@gmail.com	2/12/199
95692	GAUTAMI GIRISH KESKAR	gautami.keskar@gmail.com	9/6/1996
95674	Shraddha kalyan Nigade	shraddha.nigade17@gmail.com	9/17/199
95658	SHIVANI RAMCHANDRA JAGADALE JAGADALE	shivanijagadale7@gmail.com	5/7/1997
95656	Anup Ganesh Nimbalkar	anupnimbalkar23@gmail.com	4/14/199
95650	Gaurav Baban Namde	gauravnamde143@gmail.com	10/20/19
95648	Kunal Pradeep kampassi Kampassi	aarohan.kunal@gmail.com	6/12/199
95645	PRITESH TEJPAL GANDHI	priteshtg@gmail.com	6/24/199
95640	Shreyas Vinay Limaye	shreyas.limaye96@gmail.com	3/1/1996
95630	Ritwik Pradeep Jadhav	jritwik5@gmail.com	7/5/1996
95624	Parisa Vinod Moon	moonparisa@gmail.com	8/8/1996
95600	Kshitij Narendra Kumar Pandey Pandey	kshitijpandey21striking@gmail.com	12/21/1
95598	Aysha Chakure Ayub Chakure	ayshachakure22@gmail.com	11/22/19
95575	Manali Satish Arjun Waikar Waikar	waikarmanali25@gmail.com	7/25/199
95555	Swanand Manoj Patwardhan	patwardhaswanand96@gmail.com	9/14/199
95552	SHUBHAM RAJESH SISODIA	srsisodia007@gmail.com	8/9/1996
95547	Kushwant Mr Arun Kumar Kumar	khushkumar86@gmail.com	1/10/199
95545	Aman Rajeev Kumar Tripathi Tripathi	amanrktripathi@gmail.com	7/8/1996
95542	KUMAR JITENDRA KUMAR GAURAV	mekumargaurav56@gmail.com	1/21/199
95538	ROHIT PRAVEEN KUMAR KUMAR	rohitcool1195@gmail.com	9/11/199
95537	NISHA RAMESHRAO KAWALE	nisha3kawale@gmail.com	2/3/1997
95536	Prerana Mukund Chotai	preranachotai1409@gmail.com	9/14/199

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

22-Feb-2018

Gaurav Baban Namde

vaishali chawl, babu genu road, deolali gaon, nashik road, Nasik, Maharashtra, India
9552276425

Dear Gaurav,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 5.0 (Feb 2018)

1

Candidate's Signature



After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

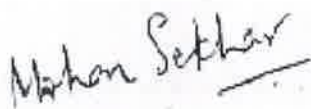
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

2



[Insert full legal name]

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of the Advanced Technology Centers in India, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
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3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number





Strictly Private and Confidential

22-Feb-2018

Shrikant Rajendra Sonawane

Shriram Bungalow, Plot No.47, Golden City, Sangamner, Dist.- Ahmadnagar, Maharashtra.

7709595643

Dear Shrikant,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Version 5.0 (Feb 2018)

1

Candidate's Signature

Sonawane

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This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.


We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 5.0 (Feb 2018)

[Insert full legal name]
Candidate's Signature 

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

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Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

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 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

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Bonawane

ANNEXURE - II

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4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Fwd: VSP18- MIT Final Offers

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Fri, May 13, 2022 at 11:28 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Please find herewith the 2018 batch Accenture selection communication.

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

From: **Passi, S.** <s.passi@accenture.com>

Date: Sat, Sep 9, 2017 at 4:16 PM

Subject: VSP18- MIT Final Offers

To: "director.iac@mitpune.edu.in" <director.iac@mitpune.edu.in>, "Hemant Mali,TPO,MITCOE,Pune" <hemant.mali@mitcoe.edu.in>

Dear Sir,

PFA the final selects of VSP18 recruitment drive.

Regards

Sumit passi

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

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19K

96471	RANJEET SURYAKANT RAYAMANE	rayamaneranjeet@gmail.com	7/22/1996
96458	SHANU KUMAR GUPTA	shanu862@gmail.com	6/17/1994
96416	Yash Pramod Ghate	yash.ghate895@gmail.com	9/19/1996
96404	Rajas Balwant Patil	patil.rajas123@gmail.com	5/3/1996
96370	Nikhil Naresh Deliya	niks.deliya@gmail.com	8/8/1996
96358	Prerit Sunil Choudhary Choudhary	Choudharyprerit1000@gmail.com	6/11/1996
96350	LAXMI BHASKAR DARANDALE	dlaxmi997@gmail.com	6/12/1996
96346	PRACHI ABASAHEB CHANDGUDE	prachichandgude27@gmail.com	8/25/1996
96344	Mohit Rajesh Talbani	talbanimohit28@gmail.com	12/28/1996
96342	OMKAR SHRIDHAR KADGI KADGI	kadgiomkar396@gmail.com	11/3/1996
96322	Uzair Wasim Mukadam Mukadam	uzair.mukadam97@gmail.com	3/11/1997
96320	AKASH KAMLESH BAFNA	akashbafna1032@gmail.com	8/28/1996
96302	Kalyani Sanjay Deore	kalyanideore1@gmail.com	10/4/1996
96278	SRUSHTI DILIP BORADE BORADE	srushti.borade79@gmail.com	6/29/1996
96256	Rahul JAYSING PATEKAR Patekar	rahul.patekar06@gmail.com	4/6/1996
96227	KHAN NOOR MOHAMMED ALI HUSSAIN ALI HUSSAIN	noorroose97@gmail.com	7/29/1997
96208	HARDIK DNYANESHWAR BHUMKAR	hardikdbhumkar@gmail.com	11/29/1996
96197	AKSHAY ABHAY DHAVLEKAR DHAVLEKAR	akshay.dhavlekar@gmail.com	10/28/1996
96195	Shrikant Rajendra Sonawane	shrikant.three@gmail.com	11/8/1996
96193	Abhishek Anand Rayrikar	abhishek.rayrikar@gmail.com	9/10/1996
96176	SNEHA ASHOK HAJARE	snehahajare95@gmail.com	8/7/1995
96170	Neeraj Nitin Tilekar	neerajtilekar@gmail.com	6/12/1996
96161	Dikshant Ashok Tanwani	dikshant.tanwani@gmail.com	11/14/1994
96147	Harshal Mangesh Joshi	harshaljoshi096@gmail.com	9/9/1996
96123	Sumit Narendra Dongre	sumitdongre96@yahoo.com	11/13/1996
96099	Shubham Rajesh Agarwal Agarwal	shubham9630@yahoo.in	7/8/1996

OK

SO

STRICTLY PRIVATE AND CONFIDENTIAL

September 25, 2017

Mr. Hrithik Sawant
Shramsafalya Niwas,
Plot No. 4, Vallabh Nagar
Badapur Road, Yeola,
Maharashtra

Sub: Offer Letter

Dear Hrithik,

We are pleased to offer you the position of **Trainee Software Engineer** in our organization.


We believe that with your credentials and previous work experience, you will be able to bring in value to the organization. You will be paid Total of **Rs.3,00,000/- per annum** (Rs. Three Lakhs Only) Cost to Company Compensation and the details enclosed.

You are required to join us on or before **July 02, 2018**.

At the time of joining, you are requested to bring photocopies of the following documents along with originals for verification:

1. Relieving letter from all previous employers
2. Salary certificate from your present employer
3. Service certificate from all previous employers
4. Photocopies of Qualification (Academic & Training) Certificates
5. Photocopy of your Passport*
6. Photocopy of your Driving License*
7. Two recent photographs (I-card size)
8. Photocopy of your PAN card*
9. PF & UAN account number (along with Company Code number), if you are a member*

* If applicable


25-09-2017

You are required to send us the duplicate copy of this letter duly signed, as a token of your having accepted the offer, within three days time, failing which the offer stands cancelled.

Your Employment with the company will be subject to a satisfactory reference check. This is only a provisional offer letter; a detailed Employment Letter will be issued to you at the time of joining the Company. Your Employment with the Company will commence only on your joining and acceptance of employment letter by you.

You or the Company may, at any time, during your employment with the Company, terminate your employment without cause, by a written notice of **30 (Thirty)** days or salary in lieu of such notice.

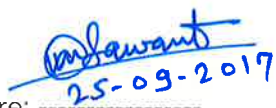
On the joining date you will have to report to the Talent Management department for the joining formalities.

We welcome you on board and look forward to your joining our team on the journey to success.

With best wishes,


For Harbinger Systems Pvt. Ltd.

Prajakti Lele
Manager - Talent Management


Signature: _____
Name: Hrithik Sawant

Annexure A

Total Emoluments		
W.E.F: July 02, 2018 Name : Hrithik Sawant		
Designation: Trainee Software Engineer		Group Company: HSPL
Component	Monthly	Annual
Basic	9,100	109,200
HRA	4,550	54,600
Conveyance Allowance	1,600	19,200
City Compensatory Allowance (CCA)	3,768	45,216
Ex-Gratia / Bonus (Paid in advance)	1,820	21,840
Medical Reimbursement	1,250	15,000
Provident Fund (Employer's contribution)	1,092	13,104
Leave Travel Allowance	1,820	21,840
Annual Cost to Company	25,000	300,000
Non Reimbursable Benefits Personal Accident Insurance Gratuity as per statute Corporate Floater Mediclaim Policy (2 Lacs).		
The above compensation will be subject to the standard deduction of income tax and other statutory deductions at source as per the applicable laws. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.		


 25-09-2017

(51)

Harbingers

OK

STRICTLY PRIVATE AND CONFIDENTIAL

September 24, 2017

Mr. Himanshu Advani
Krishna Kunj Apartment,
Flat No. 1, Behind Waghere Park,
Pimpri, Pune - 411017,
Maharashtra

Sub: Offer Letter

Dear **Himanshu**,

We are pleased to offer you the position of **Trainee Software Engineer** in our organization.

We believe that with your credentials and previous work experience, you will be able to bring in value to the organization. You will be paid Total of **Rs.3,00,000/- per annum** (Rs. Three Lakhs Only) Cost to Company Compensation and the details enclosed.

You are required to join us on or before **July 02, 2018**.

At the time of joining, you are requested to bring photocopies of the following documents along with originals for verification:

1. Relieving letter from all previous employers
2. Salary certificate from your present employer
3. Service certificate from all previous employers
4. Photocopies of Qualification (Academic & Training) Certificates
5. Photocopy of your Passport*
6. Photocopy of your Driving License*
7. Two recent photographs (I-card size)
8. Photocopy of your PAN card*
9. PF & UAN account number (along with Company Code number), if you are a member*

* If applicable

You are required to send us the duplicate copy of this letter duly signed, as a token of your having accepted the offer, within three days time, failing which the offer stands cancelled.

Your Employment with the company will be subject to a satisfactory reference check. This is only a provisional offer letter; a detailed Employment Letter will be issued to you at the time of joining the Company. Your Employment with the Company will commence only on your joining and acceptance of employment letter by you.

You or the Company may, at any time, during your employment with the Company, terminate your employment without cause, by a written notice of **30 (Thirty)** days or salary in lieu of such notice.

On the joining date you will have to report to the Talent Management department for the joining formalities.

We welcome you on board and look forward to your joining our team on the journey to success.

With best wishes,

For Harbinger Systems Pvt. Ltd.

Prajakti Lele
Manager - Talent Management

Signature: 
Name: Himanshu Advani

Annexure A

Total Emoluments		
W.E.F: July 02, 2018 Name : Himanshu Advani		
Designation: Trainee Software Engineer		Group Company: HSPL
Component	Monthly	Annual
Basic	9,100	109,200
HRA	4,550	54,600
Conveyance Allowance	1,600	19,200
City Compensatory Allowance (CCA)	3,768	45,216
Ex-Gratia / Bonus (Paid in advance)	1,820	21,840
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Annual Cost to Company	25,000	300,000
Non Reimbursable Benefits Personal Accident Insurance Gratuity as per statute Corporate Floater Mediclaim Policy (2 Lacs).		
The above compensation will be subject to the standard deduction of income tax and other statutory deductions at source as per the applicable laws. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.		

Perkins India Private Limited

G-1, Additional Shendra, Aurangabad
Dist.- Aurangabad 431007,
Maharashtra, India
Phone : +91 240 6005556



October 12, 2017

CONFIDENTIAL

Shreyaa Dixit

D/O Deepak Kumar Dixit
Diwan Mohalla, Dulighat, Patna City,
Patna – 800008, Bihar.

Dear Shreyaa

OFFER OF APPOINTMENT

We are pleased to offer you employment with **Perkins India Private Limited** (hereinafter referred to as "**The Company**") on the terms and conditions stated below; this offer of appointment with Company is subject to the successful verification of information provided by you.

Position:

You will be appointed in **Job Grade 20**.
Internal Designation: **Facility Engineer I**.

I. REMUNERATION

Your annual Cost to Company will be **Rs.831,570/-** and the detailed cost to company sheet is attached as Annexure 1 to this offer of appointment.

All taxes and social security contributions will be deducted and passed to proper institutions by the Company, according to the applicable laws.

II. PROBATION

You will be on probation for a period of 6 (six) months from the date of your appointment. Based on your performance during such period, the Company may at its sole option extend your probation. Unless your employment is expressly confirmed by the Company, you shall be deemed to be on probation.

III. BENEFITS

a. Bonus

Your annual bonus will be decided by the Company and will be paid as per the guidelines of the Company.

b. Short Term Incentive Payout

You will be extended the benefits of incentive compensation as per the guidelines of the Company stipulated from time to time. It is hereby clarified that the Short Term Incentive Payout is dependent on the Overall Corporate Results, Individual Business Unit Results and Employee's Performance. Company reserves the right to withdraw or reduce such payout solely at its discretion.

Perkins India Private Limited

c. Gratuity

Upon completion of 5 (five) years of continuous service and at the time of retirement / cessation of employment, you will be eligible to gratuity payment as per the policies of the Company and any other statutory requirements as may be applicable from time to time.

d. Special Allowance

You will be eligible for Special Allowance amount equivalent to 15% of your monthly basic pay. Special Allowance would not be considered for any of the pay increase calculations. In case, if there is any government / company mandated pension benefits are announced, this amount would be adjusted against those benefits. The applicable personal income tax would be deducted on this as per the income tax rules.

e. Provident Fund

The Company and the employee will contribute into the Provident Fund in the manner legislated under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

f. Leave

You will be eligible for such privilege leave and medical leave and be subject to such leave policy as the Company stipulates from time to time.

g. Hospitalization

These benefits will apply to you, your spouse, dependant parents and dependant children up to an amount of Rs.200,000 (Rupees Two Lakhs Only) per annum as basic coverage and Rs.300,000 (Rupees Three Lakhs Only) under catastrophic illness coverage subject to a maximum over all coverage of Rs.5,00,000/- (Rupees Five Lakhs Only).

h. Term Life Insurance

You will be covered under the Term Life Insurance upto 24 (twenty four) times of your monthly gross salary.

i. Group Personal Accident

You will be covered under the Group Personal Accident Insurance upto 24 (twenty four) times of your monthly gross salary.

j. Other benefits

You will continue to be eligible for benefits commensurate with your salary grade that are expressly stipulated by the company from time to time.

Javed Ahmed

IV. RULES AND REGULATIONS OF SERVICE

You will abide and be governed by the standing orders/ rules of the company and other applicable legislations which are currently in force and may be otherwise introduced/ altered or amended from time to time.

a. **Working Hours**

Your work week shall be of six days. Office timing/shift timing will vary according to the business division that you are employed with and the same will be communicated to you from time to time. However, the working hours may be subject to change depending on the business requirements that may arise from time to time.

b. **Public Holidays**

Public Holidays as determined by the Company from time to time will be observed.

c. **Improper Payments**

You shall not while carrying out services for the Company, pay or agree to pay, directly or indirectly, any funds or provide anything of value to any employee, agent, sub-contractor or other official of any governmental or public entity, or any consultant of such governmental or public entity, or to any official or candidate of any political party, for the purpose of directly or indirectly influencing the acts or decisions of such officials in relation to the performance of your services for the Company.

d. **Prohibited conduct and Sexual Harassment**

You shall not indulge in any activity that may constitute unwelcome verbal, physical or visual conduct based on a person's membership in a protected class based on sex, color, race, religion, place of birth etc., Further, you shall not indulge in any unwelcome sexually determined behavior or conduct.

e. **Confidential Information, Non-Competition, Intellectual Property and Electronic Communication guidelines**

Your obligation to the Company as regards treatment of its confidential information, non-competition and intellectual property shall be as per the undertaking attached as Annexure 2 to this Agreement. You shall abide by the Electronic Communication guidelines (or any modified version of the same) stipulated under Annexure 3 to this Agreement.

f. **Travel**

You agree that traveling to locations other than your base locations, including to places outside India may be required to perform your duties and you have no objections to the same. You shall whenever so required by the Company travel by land, sea or air as may be directed by the Company and in such case you shall be entitled to traveling expenses and such allowances as may be permissible under the rules of the Company for the time being in force and applicable to you.

g. **Transfer**

The Company reserves the right to transfer you from one job to another or from one division to another and the Company is under no obligation to obtain consent from you for such transfers.



h. Termination of Service

During probation

The Company is entitled to terminate your employment without prior written notice, without assigning any reason. You would however have to give one month prior written notice, if you wish to resign from your employment, during your probation.

On confirmation

- i. Either party may terminate your appointment without assigning any reason, by issuing to the other, three (3) months' notice in writing or by paying three (3) month's salary in lieu thereof.
- ii. The Company reserves the right to terminate your appointment at any time, without prior notice, should you be guilty of misdemeanor, misconduct, negligence, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from the notice without notice, any breach of Caterpillar values in action or the terms and conditions of this Agreement.

i. Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you and medically not fit to continue the employment with the Company.

j. Remedy

In addition to any and all other remedies that may be available at law, in the event of any breach of the terms of employment, the Company shall have the right to an injunction or other equitable relief in any court of competent jurisdiction, enjoining any such breach, and you hereby waive any and all defenses that you may have on the ground of lack of jurisdiction or competence of the injunction or other equitable relief. The existence of this right shall not preclude any other rights and remedies at law or in equity which the Company may have.

k. Human Resources policies and procedures and standing orders

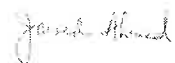
In addition to the terms and conditions contained in this Agreement, your employment is also subject to Human Resources policies and procedures that are stipulated in the Asia Pacific Human Services Website (website link as on Effective date <https://hsd.cat.com>) and the standing orders (if applicable) that apply to the business division that you are employed with. The Company may, at its sole discretion, change such policies and procedures from time to time.

l. Caterpillar Inc.'s policies and procedures

Caterpillar Inc. is the ultimate owner of Perkins India Private Limited. You shall abide by such policies, procedures, guidelines and directions of Caterpillar Inc., (if any applicable to you) stipulated from time to time. The Company shall solely decide on the application of such policies, procedures, guidelines and directions to you.

m. Service tenure

It is expressly clarified that this Agreement does not alter your date of employment mentioned in your letter of appointment and such date shall be considered for the purpose of reckoning your service weightage and for calculation of terminal benefits to be paid at the time of your resignation/retirement.



V. Other Terms and Conditions

- a. It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status.
- b. You will perform duties and exercise such powers as are entrusted to you from time to time by or on behalf of the Company. You will be expected to display high levels of initiative and efficiency in your work.
- c. You shall be responsible for all your actions to the Company and shall promptly and faithfully obey and observe such orders and directions as may from time to time be given to you by or on behalf of the Company.
- d. You will be retired from the services of the Company on your completing the age of 58 years, or such other retiring age the Company may decide.
- e. You shall study all literature in connection with your work in your spare time so as to keep your knowledge refreshed and upto-date.
- f. Your salary details are strictly private and confidential and we urge you to respect this value.

VI. EFFECTIVE DATE

This offer shall be effective from the date of your joining the company.

VII. REVIEW

THE, POLICIES, TERMS, RULES AND REGULATIONS OF SERVICE ARE SUBJECT TO REVIEW BY THE COMPANY FROM TIME TO TIME. THE COMPANY RESERVES THE RIGHT TO ALTER ANY OF THE ABOVE TERMS AND CONDITIONS AS AND WHEN IT DEEMS FIT TO FULFILL THE COMPANY'S OBJECTIVES. YOUR PRIOR CONSENT WOULD NOT BE NECESSARY TO MODIFY THE TERMS AND CONDITIONS OF YOUR EMPLOYMENT WITH THE COMPANY.

Javed Ahmed

VIII. ENTIRETY

EXCEPT TO THE EXTENT EXPRESSLY SET FORTH HEREIN, THIS AGREEMENT CONSTITUTES THE ENTIRE AGREEMENT BETWEEN THE PARTIES WITH RESPECT TO THE SUBJECT MATTER HEREOF TO THE EXCLUSION OF ALL OTHER UNDERSTANDINGS AND ASSURANCES, EITHER WRITTEN OR ORAL AND OVERRIDES ALL OTHER AGREEMENTS, ARRANGEMENTS, ORAL OR IN WRITING EXECUTED AND/OR IN OPERATION BETWEEN THE PARTIES PRIOR TO THE EFFECTIVE DATE OF THIS AGREEMENT.

IX. CONSENT

I HAVE READ THIS DOCUMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME AND ACKNOWLEDGE THE OBLIGATIONS WHICH I AM REQUIRED TO PERFORM UNDER THIS DOCUMENT. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS DOCUMENT. I SIGN THIS DOCUMENT VOLUNTARILY AND FREELY WITHOUT ANY COERCION.

Please sign and return the duplicate of this offer in confirmation of your understanding and acceptance of the foregoing terms and conditions, within **THREE DAYS** from the date of receipt of this offer.

Yours sincerely,



Jawed Ahmed
Managing Director - Perkins India Private Limited

Acceptance

I understand and accept the foregoing terms and conditions of my employment as with effect from _____.

Date 07/11/17

PeopleSoft Id _____

Signature _____

Name Shravya Dixit

Date of Birth 08/01/1996

ANNEXURE 1

Total Compensation			
Name	Shreyaa Dixit		
Salary Title	Facility Engineer I		
Salary Grade	20		
	In Indian Rupees		
	Monthly	Annual	
Salary			
Basic Pay	24,594	2,95,128	
Flexible Benefit Pay *	30,059	3,60,708	
Base Salary - A	54,653	6,55,836	
Special Allowance** - B	3,689	44,269	
Gross Payment (A+B)	58,342	7,00,105	
Retirement Benefits (Employer Contribution)			
Provident Fund on Basic Pay	2,951	35,415	
Gratuity	1,183	14,196	
Retirement Benefits - C	4,134	49,611	
Fixed Payments (A+B+C)	62,476	7,49,716	
Variable Pay (Depends on Company Performance/Guidelines)			
Bonus #	700	8,400	
Short Term Incentive Pay (STIP) Amount (Estimated) on Base Salary	5,465	65,584	
Provident Fund on Estimated STIP (Employer Contribution)	656	7,870	
Variable Pay - D	6,821	81,854	
Total Cost To Company (A to D)	69,297	8,31,570	
Insurance Benefits			
Group hospitalisation (self & dependents)	Coverage Amount		
Basic coverage	2,00,000		
Critical illness coverage	3,00,000		
Group personal accident coverage (self)			
36 times of monthly base salary	19,67,508		
Term Life Insurance coverage (self)			
36 times of monthly base salary	19,67,508		

Note:

* Includes components of Flexible Benefit Pay

**Special allowance is in lieu of the superannuation contribution & will not be considered for STIP or any other pay related calculations

Provident Fund at 12% on actual Basic Pay is contributed by the company

Gratuity contribution is made as per the Payment of Gratuity Act.

Variable pay is based on organisation / business unit's performance & guidelines & paid annually

Bonus is applicable as per the Payment of Bonus Act, 1965.

Based on company guidelines/location, you may be eligible to avail canteen/meal coupon

Based on Business Unit guidelines/location, you may be eligible to avail transportation facility

Internal Designation – You shall be referred by your internal designation with regard to all references within caterpillar.

You shall not use any designation unless the same is approved by the respective HS Manager and your supervisor.

Company Identification Number: U29253TN2011PTC084853

Registered Office: 7th Floor, International Tech Park, Taramani, Taramani Road, Chennai – 600 113, INDIA

ANNEXURE 2

UNDERTAKING

In consideration of my employment or continued employment by **Perkins India Private Limited**, a company organized under the laws of India (the "Company"), I agree that the following is applicable worldwide and agreed to by me voluntarily in connection with such employment by the Company (the "Agreement"):

1. Purpose of this Agreement.

I understand that the Company is engaged in a continuous program of research, development, manufacturing, production, marketing and sales in connection with Company's Business (as defined below) and that it is critical for the Company to preserve and protect its Confidential Information (as defined below), its Intellectual Property (as defined below), its Developments (as defined below) and its Intellectual Property Rights (as defined below). Accordingly, I enter into this Agreement as a condition of my employment or continued employment by the Company, whether or not I am expected to have knowledge of or create such Confidential Information (as defined below), Intellectual Property (as defined below), Developments (as defined below) or Intellectual Property Rights for the Company.

2. Definitions.

"Affiliate" means: (i) any company, corporation, partnership or other business entity which is controlled or fifty percent (50%) or more owned, directly or indirectly, by the Company or which is fifty percent (50%) or more owned by any company, corporation, partnership or other business entity falling under item (ii) below; (ii) any company, corporation, partnership or other business entity that owns, directly or indirectly, fifty percent (50%) or more of the Company; and (iii) any individual or entity who has interests in, or relations with the Company. For purposes of this definition, "control" shall mean the possession, directly or indirectly, of power to direct or cause the direction of the management and policies of a business entity, whether through ownership of voting securities or otherwise.

"Intellectual Property or IP" means: any technology or information including, but not limited to, any ideas, discoveries, designs, apparatus, components, systems, specifications, algorithms, methods or processes, formulas, computer programs, techniques, improvements, compositions of matter, databases, mask works, trade secrets, any inventions (whether or not patentable), know-how, works of authorship

(whether or not registered as copyrights), trade secrets, trademarks and domain names.

"Intellectual Property Rights or IP Rights" means: all patents, utility models, design rights and similar invention rights, registered and unregistered copyrights, trademark rights, trade secret rights, moral rights, mask work rights, domain name rights, know-how rights and any and all other similar intangible property rights, including all rights of exploitation, recognized anywhere in the world under any state or national statute or common law right in connection with the Intellectual Property.

3. Developments.

i. Disclosure.

I will promptly disclose to the Company any Intellectual Property and any improvements thereof ("Developments") conceived, created, or made by me either alone or jointly with others or about which I have knowledge of during the period of my employment, whether or not in the course of my employment, and whether or not such Developments may be, have been or will be protected under Intellectual Property Rights; provided that, such Developments:

- a. relate to any business of the Company or its Affiliates; or
- b. relate to any actual or planned research and development of the Company or its Affiliates, or
- c. are suggested by or result from any task assigned to me or work performed by me for the Company or its Affiliates; or
- d. relate to the Company Confidential information (as defined below) or the confidential information of its Affiliates.

3(i)(a)(b)(c) and (d) are collectively referred to as "Company's Business".

ii. Ownership.

I agree that all Developments conceived, created or made by me either alone or jointly with others during the period of my employment, whether or not in the course of my employment, that relate to the Company's Business will be the sole and exclusive property of the Company.

I acknowledge and agree that any copyrightable works prepared by me either alone or jointly with others

Company Identification Number: U29253TN2011PTC084853

Registered Office: 7th Floor, International Tech Park, Taramani, Taramani Road, Chennai – 600 113, INDIA

during the period of my employment, whether or not in the course of my employment, that relate to the Company's Business are "works for hire" under the Copyright Act and that the Company will be considered the author of such copyrightable works and will be the sole and exclusive property of the Company.

iii. Assignment.

I hereby irrevocably transfer and assign to the Company any and all Intellectual Property Rights that I may have in or own with respect to any Developments conceived, created or made by me either alone or jointly with others during the period of my employment, whether or not in the course of my employment, that relate to the Company's Business.

In addition to the foregoing assignment of Intellectual Property Rights in Developments, I irrevocably transfer and assign any and all Moral Rights (as defined below) that I may have in or own with respect to any Developments conceived, created or made by me either alone or jointly with others during the period of my employment, whether or not in the course of my employment, that relate to the Company's Business. I also hereby forever waive and agree never to assert any and all Moral Rights that I may have in or own with respect of such Developments, even after termination or expiration of my employment by the Company. "Moral Rights" mean any rights to claim authorship of any Development, to object to or prevent the modification of any Development, or to withdraw from circulation or control the publication or distribution of any Development, and any similar right, existing under judicial or statutory law of any country in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "moral right".

I agree to assist the Company in every proper way to obtain for the Company any Intellectual Property Rights in and ownership to the Developments conceived, created or made by me either alone or jointly with others during the period of my employment, whether or not in the course of my employment, that relate to the Company's Business. Furthermore, I agree to assist the Company in every proper way to enforce such Intellectual Property Rights in such Developments in any and all countries.

I will execute any document that the Company may reasonably request for obtaining or enforcing such Intellectual Property Rights. My obligations under this paragraph will continue beyond the termination or expiration of my employment by the Company.

iii. Prior Developments.

I have identified herein below in Section A or have attached herewith as Attachment No. 1, a complete list of all Developments to which I claim ownership and which I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is identified below or attached to this Agreement at the time of its execution, I represent that I have no such Developments.

4. Confidential Information.

i. Non-Disclosure and Nonuse

I understand that the Company has and continually develops and obtains valuable proprietary and confidential information concerning the Company's Business, business relationships and financial and other affairs (the "Company Confidential Information") which may become known to me in connection with my employment. By way of illustration, but not limitation, Company Confidential Information may include all types of financial, business, scientific, technical or engineering information, including, processes, methods, techniques, systems, formulas, drawings, photographs, software in any form, machine readable records, patterns, plans, models, devices, compilations, concepts, inventions (whether or not patentable), trade secrets, know-how, manufacturing procedures, research and development activities, product and marketing plans, organizational data, customer, dealer and supplier information, computer passwords, log-in Ids, access codes, calling card numbers, information on or from the computer or telecommunication systems and any development thereof or related thereto, and other business or technical information disclosed to the Company or to me by Affiliates of a proprietary or confidential nature or under an obligation of confidence. Such Company Confidential Information may be contained in various media, including, without limitation, computer programs in object and/or source code, flow charts and other program documentation, manuals, plans, drawings, designs, technical specifications and literature, laboratory notebooks, supplier and customer lists, internal financial data and other documents and records of the Company.

Company Confidential Information shall not include information which (a) is or becomes generally known within the Company's or its Affiliate's industry through no act or fault of mine; (b) is known to me (without being derived from the Company or its Affiliates) at the time it is disclosed as evidenced by my written records at the time of disclosure and is without restriction on its use or disclosure; (c) is lawfully and in good faith made available to me by a third party who did not derive it from the Company or its Affiliates and who imposes no obligation of confidence on me.

Company Identification Number: U29253TN2011PTC084853

Registered Office: 7th Floor, International Tech Park, Taramani, Taramani Road, Chennai – 600 113, INDIA

I agree that I will not use, copy, publish or disclose the Company Confidential Information, except while I am employed by the Company in performance of my duties and only for the best interests of the Company in accordance with the policy of the Company and/or its Affiliates with respect to the protection of such Company Confidential Information. I will not use, copy or publish such Company Confidential Information for the benefit of myself or others, nor will I disclose it to others during or after my employment, unless specifically authorized to do so in writing by the Company. I agree that I will contact the Company's Legal Department if I have any questions as to whether any specific information constitutes Company Confidential Information. The Company expects all employees to comply with the obligations under this Agreement to maintain the confidentiality of the Company Confidential Information.

I acknowledge that all Company Confidential Information, whether or not in writing and whether or not labeled or identified as confidential or proprietary, is and shall remain owned by and the sole and exclusive property of the Company or the Affiliate providing such information to me or the Company. I agree that no license under patent or other intellectual property right or under any other law is granted or conveyed by reason of my knowledge or use of the Company Confidential Information.

The Company also expects all employees to comply with any obligations to maintain the confidentiality of trade secrets or other confidential or proprietary business or technical information received prior to joining the Company, including former employers, or from third parties during employment by the Company for which I owe a duty to keep such information in confidence under agreement or otherwise (the "Other Confidential Information"). Therefore, I will comply with all obligations to maintain the confidentiality of Other Confidential Information. I understand that the Company and its Affiliates do not desire to acquire from me any Other Confidential Information. Therefore, I agree that I will not improperly use, copy, or publish any such Other Confidential Information nor will I disclose any such Other Confidential Information to the Company or its Affiliates. Furthermore, I will not use, copy, publish or disclose to the Company or its Affiliates such Other Confidential Information for the benefit of the Company or its Affiliates without the express written permission of the owner of such Other Confidential Information. I agree that I will contact the Company's Legal Department if I have any questions as to

whether any specific information constitutes Other Confidential Information, the status of my obligations related to such Other Confidential Information or if I am asked to disclose such Other Confidential Information to the Company, its Affiliates or to third parties. I further agree that I will not acquire by any illegal means any Other Confidential Information. I agree that neither the Company nor its Affiliates takes responsibility for any liability, (Civil or Criminal) arising out of an improper or illegal disclosure of Other Confidential Information by me in breach of my duty to keep such information in confidence under agreement or otherwise.

Prior to my submitting or disclosing any material prepared by me for possible publication or dissemination outside the Company that incorporates Company's Business, either present or future, I agree to deliver a copy of such material to an officer of the Company for his or her review. Within twenty (20) days of such submission, the Company agrees to notify me whether the Company believes such material contains any Company Confidential Information, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect such Company Confidential Information. I further agree to obtain the consent of the Company prior to any review of such material by persons outside the Company.

ii. Return of Property.

When my employment terminates or expires, or at any time upon Company's request, I will return to the Company all material in my possession or under my control pertaining to the Company Confidential Information. I acknowledge that because Company Confidential Information can have an unlimited life, it is reasonable that my related obligations under this Agreement be likewise unlimited in time and continue beyond termination or expiration of my employment. I acknowledge that the Company reserves the right to withhold my salary and other employment benefits on my failure to return the Company Confidential Information.

iii. Notification of New Employer.

In the event that I leave the employment of the Company, I hereby grant consent to the Company in order to allow the Company to notify my new employer about my rights and obligations under this Agreement.

iv. Restrictive Covenant.

Company Identification Number: U29253TN2011PTC084853

Registered Office: 7th Floor, International Tech Park, Taramani, Taramani Road, Chennai – 600 113, INDIA

9. **Various other Company's policies, procedures, and practices apply to electronic communications and Systems.** Examples include guidelines established by the Corporate Records Management Program, Corporate Information Services, Corporate Travel Services, Corporate Identity, and your facility and business unit. It is your responsibility to manage your electronic communications in accordance with all such direction.

Use of the Company's Systems is a privilege. Inappropriate use may result in disciplinary action, up to and including termination. In addition, failure to follow these guidelines could subject both Company and you, the individual user, to legal liabilities and embarrassment. You should report any misuse to your supervisor, your facility Human Resources or Information Services manager, or to Security.

Date: _____

Name: _____

Signed: _____

I agree that during the period of my employment by the Company I will not, without the Company's prior written consent, engage in any employment or business activity that competes with Company's Business other than for the Company. I further agree that during the term of my employment with the Company and for a period of two (2) years thereafter, I also shall not solicit, or arrange to have any other person or entity solicit, any person or entity engaged by the Company as an employee, customer, supplier, dealer, consultant or advisor to the Company to terminate such party's relationship with the Company.

In view of the unique nature of the Company's Business and the need of the Company to maintain its competitive advantage in the industry, I agree and acknowledge that, in the event that I breach any covenant or obligation set forth herein, a court of competent jurisdiction shall enjoin me for any disclosure of Company Confidential Information and any other express obligation under this Agreement and may enjoin me for a minimum period of two (2) years following the issuance of such injunctive order from directly or indirectly, (i) engaging in, (ii) owning an interest in, (iii) being employed by, or consulting for, or acting as an advisor to, any person or entity which engages in, or (iv) otherwise participating in any way in, any activity which competes with the Company's Business.

v. Relief.

I acknowledge that the restrictions on the disclosure of Company Confidential Information contained herein are necessary for the protection of the Company's Business and goodwill of the Company and are reasonable for the purpose. I agree that any breach of this Agreement by me will cause irreparable damage to the Company and that in the event of such breach, the Company shall be entitled, in addition to monetary damages and to any other remedies available to the Company under this Agreement and at law, to equitable relief, including injunctive relief, and to payment by myself of all costs incurred by the Company in enforcing the provisions of this Agreement, including reasonable attorney's fees.

5. Name and Likeness Rights, Etc.

I hereby authorize the Company the right to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice and biographical information, and any reproduction or simulation thereof, in any media now known or hereafter developed (including but not limited to film, video and digital or other electronic media), both during and after my employment, for whatever purposes the Company deems necessary.

Company Identification Number: U29253TN2011PTC084853

Registered Office: 7th Floor, International Tech Park, Taramani, Taramani Road, Chennai – 600 113, INDIA

6. Obligations are part of Employment.

I recognize that all of the above obligations are and will be part of my normal duties and responsibilities and are and will be part of my consideration to the Company for salary or wages paid to and benefits received by me. I further understand that the obligations in this Agreement relate only to certain employment matters and this Agreement does not include a comprehensive list of my normal duties and responsibilities required by the Company.

7. No Conflicting Agreements.

I am not a party to any other agreement that conflicts with this Agreement, except as I have listed or identified herein below in Section B or have attached herewith as Attachment No. 2. If no such list is identified below or attached to this Agreement at the time of its execution, I represent that I am not a party to any such conflicting agreements at the time of executing this Agreement.

8. Severability.

If any provision of this Agreement is finally determined to be invalid under applicable law, then such provision shall be inapplicable and deemed omitted from this Agreement, but the remaining provisions shall be given full force and effect in accordance with the manifest intent hereof.

9. Governing Law.

I understand that although I may work for the Company outside India, I understand and agree that this Agreement will be governed, interpreted and enforced in accordance with the laws of India, without regard to or application of choice of law rules or principles. The Courts in Chennai shall have jurisdiction over any disputes arising under this Agreement.

10. Effective Date.

This Agreement shall take effect from the date of my employment.

11. Miscellaneous

No delay or omission by the Company in exercising any right under this Agreement will operate as a waiver of that or any other right. No waiver or consent given by the Company on any occasion will be construed as a bar to or continuing waiver or consent. In the event that any one or more of the provisions contained herein shall, for any reason, be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions of this Agreement, and all other provisions shall remain in

full force and effect. If any of the provisions of this Agreement is held to be excessively broad, it shall be reformed and construed by limiting and reducing it so as to be enforceable to the maximum extent permitted by law.

This Agreement can only be modified by a written agreement executed by a duly authorized officer of the Company.

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

A. Prior Developments or intellectual property rights which are not part of this Agreement:

B. Other agreements that conflict with this Agreement:

Date: _____

Name: _____

Signed: _____

ANNEXURE 3

ELECTRONIC COMMUNICATION GUIDELINES

Electronic communications - including any access to or exchange of data via e-mail, the Internet or Intranet, voice mail, or otherwise - are a vital and growing segment of our business communications. Users of these systems are responsible for the communications in which they engage and for the resulting Company's records that they create, send, forward or save - and for doing so only in accordance with these guidelines.

1. **The electronic communication and information systems and related equipment (the Systems) are provided by and are the property of the Company**, as is all information residing on or carried by these Systems. As a condition of your use of the Systems, you acknowledge and agree that the Company may, at its discretion and for legitimate business purposes, inspect, use, or disclose your communications and related information without further notice. You should have no expectation of personal privacy associated with your use of the Systems.
2. **Unauthorized access to the Systems is prohibited**, and the Company takes reasonable precautions to secure the Systems from such access. Authorized users must exercise reasonable care to maintain the security of the Systems, including the use and management of required passwords. However, password protection is for the security of the Company and the Systems, and does not imply that communications are private or confidential to individuals.
3. **The Systems are intended for the Company's business**. You may not use the Systems for personal gain, for purposes not reasonably related to the conduct of the Company business, or in any manner that harms other individuals or the Company.
4. **Use of the Systems should be businesslike, courteous, and civil, and must comply with laws and regulations** such as those regulating trademarks, copyrighted material, threatening or obscene material, and confidential, proprietary, or trade secret information. Use that is harassing, discriminatory, defamatory, disruptive or offensive to others, illegal or criminal, or that involves obscene, vulgar, or sexually explicit content, is prohibited. Although your use of the Systems indicates your consent that the Company may, at its discretion, inspect, use, or disclose any resulting information, such inspection is not systematic or guaranteed. The Company depends upon users to report inappropriate, offensive, or illegal material to the Company's management.
5. **Communications must clearly disclose the originator, sender, and intended recipient**. If you receive a communication by mistake, you should stop reading as soon as you realize it was not meant for you and notify the sender or your system administrator immediately. It is impermissible, and may be illegal, to purposely read communications intended for another person without permission of that person or of the Company. If you forward a communication originated by someone else, do not make changes without clearly disclosing that you have done so.
6. **Communications outside of the Company**, for example, via the Internet, Electronic Data Interchanges, direct modem connections, or otherwise, often travel through systems not under the control of the Company, and **might be intercepted and misused**. Therefore, confidential information must not be communicated outside of the Company unless clearly marked as to its confidential status. Privileged information, such as communications between an attorney and client, must not be shared without prior Legal Services approval.
7. **Marking communications as confidential does not necessarily protect them for disclosure or misuse**, and the Company guidelines might require the use of encryption. However, encryption may be employed only where the Company has authorized its use and has been provided with all keys necessary for decryption. You may not intentionally encode or encrypt files to make them unreadable by authorized the Company representatives.
8. **Use of the Systems creates records that can be difficult to eliminate**. Communications or related information might be printed or saved and might exist on backup media or otherwise be retrievable from the Systems for indeterminate periods of time. Therefore, you should be aware that mere "deletion" of a communication does not ensure removal of it or of related information from the Systems. Consider this when drafting and sending communications.

✓
Date – September 26, 2017

53
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Shubham Jena,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

IN_79_[5914def6-f660-4373-8438-cc7d5a99ece9]_107495BR_2060841



52 OK

Date – September 26, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Sandip Chougule,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

Sandip
(Chougule S.S.)

Date: September 25, 2017

Letter of Offer

Dear Rahul Grohar

Further to your interview dated **September 25, 2017**, we are pleased to offer you the position of **Trainee - Software Engineer** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 18,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Software Engineer**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

The date of joining and location will be informed to you by **June, 2018**.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to successfully complete the Bachelor's degree before the date of confirmation.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

Sincerely,
For Cybage Software Pvt. Ltd.



Kirti Namjoshi
Manager – Talent Acquisition

ANNEXURE-1

Salary Details

Name: Rahul Grolhar
 Designation: Software Engineer
 Department: Engineering
 Primary Skill: Fresher
 Location: Pune/Hyderabad/Gandhinagar

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	132000
ii	HRA	88294
iii	Transport Allowance	29431
iv	Children Education Allowance	18187
v	Bonus \ Ex-Gratia	26400
vi	EPF Employer's Contribution	23688
	ANNUAL GROSS FIXED SALARY	318000
B	Other benefits	
vii	Gratuity	6349
viii	Insurance	3600
	TOTAL COMPENSATION (A+B)	327949
C	Variable Salary*	
ix	Maximum 10% of your Annual Gross Fixed Salary	31800

*Details mentioned in the "Explanation of terms used" section in the next page.

Explanation of terms used:

- i. **Basic:** This is the base component of the salary to which many other components are linked. This amount is fully taxable.
 - ii. **HRA:** This amount will not be taxable if you submit appropriate rent agreement and rent receipts. Tax benefit calculation will be done on the basis of provisions of Income Tax Act, 1961.
 - iii. **Transport Allowance:** Rs. 1600/- per month is exempt from tax and bills need not be submitted.
 - iv. **Children Education Allowance:** This amount can be claimed as non-taxable by producing school fee receipts of your children to a maximum of Rs. 1200/- per child per year, for two children. (This can be claimed over & above deduction U/s 80 C of Rs. 100000/-)
 - v. **Bonus \ Ex-Gratia:** As per the statutory regulation, if you are covered under the payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-Gratia"
 - vi. **Contribution to Provident Fund:** This is calculated as 13.16% of all the above mentioned components (excluding HRA) or Rs. 1,80,000, whichever is lesser.
 - vii. **Gratuity:** This provides you a lump sum benefit upon separation after completion of 5 years of continuous service or on retirement or when deceased. The gratuity is computed as per the Payment of Gratuity Act, 1972. as: Last drawn basic salary * no. of years served * 15/26. This amount is subject to a maximum limit as may be prescribed by the Payment of Gratuity Act 1972.
 - viii. **Insurance:** As per the company policy, you are eligible for Insurance. At present the insurance cover available for Cybage employees is:
 - a. **Medical cover** of Rs. 200000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40000/- for up to two children.
 - b. **Accident cover** of Rs. 1000000/-, payable to beneficiary in case of death of employee. Covers payment for medical leaves taken by employee after accident at the rate of 1% of sum insured or Rs. 10000/-, whichever lower. Does not include hospitalization cover.
- The insurance aforesaid are subject to review as per Cybage policy on an annual basis.
- ix. **Variable Salary:** This is the variable component of your salary based on Cybage's present policy. For the current financial year, the variable salary will be subject to the following conditions:
 - a. Variable salary shall depend on the company performance and your performance for the period under evaluation.
 - b. The variable component would be prorated based on the period for which the employee has worked with Cybage Software Pvt. Ltd. in the **Financial Year** and shall be paid to employees who have not resigned or not serving their notice period as on 31st March.
 - c. The Variable pay shall be calculated as **50% of Cybage Software Pvt Ltd.'s organic topline growth***. It means that if our organization hits "x" percentage top line growth, the variable payout would be "x/2".

For example, if Cybage achieves 18% growth in a financial year, the corresponding variable payout will be 9%. The last 5 years CAGR is 14.4%. On the maximum side, the variable payout will be capped to 10% of the annual gross fixed salary.

Income Tax: Income tax and Professional tax will be deducted at source as per the rules applicable.

The information pertaining to compensation and benefits is personal and confidential in nature. You should maintain confidentiality of your compensation details and any increment.

ANNEXURE-2

Additional Terms and Conditions of Offer

1. Work location and transfer:

Your work location shall be at Cybage Pune/Gandhinagar/Hyderabad office. This offer is subject to your preparedness to work in any of the locations of Cybage or its affiliates. Your services are transferable and you may be assigned to any office of Cybage or an associate company on such project as Cybage may deem suitable.

2. Training:

You shall undergo training for period of three months from your date of joining. Your confirmation shall be based on successful completion of the training, failing which the stipend shall continue. Based on your performance during the training, you may be transferred to other departments or your training may be extended or your services may be terminated. In this case the designation and salary shall change accordingly. The period of training can be extended depending on the business requirement. All confirmations after training are made only on 1st day of a month. Thus, if the due date for confirmation of an employee, as per date of joining and period of training letter falls between the 1st and 15th day (both days inclusive) of a month, the employee will be confirmed on the 1st day of the same month. However, if the due date for confirmation of an employee, as per date of joining and period of training falls between the 16th and the last day (both inclusive) of a month, the employee will be confirmed on the 1st day of the following month.

3. Mandatory tenure of employment:

On joining Cybage, you will continue to be employed with Cybage for a minimum period of fifteen months from the date of joining. If you resign or are terminated by Cybage for cause prior to completion of the said period of fifteen months, you will be liable to pay to Cybage damages equivalent to Rupees One Lakh. On joining, you will be required to sign an Employment Agreement to this effect.

4. Background verification:

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining Cybage and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials.

In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, Cybage reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies or this Offer letter.

5. Travel and passport:

You should possess a valid passport during your employment with Cybage. In case you do not have a valid passport at the time of joining, you should get one issued within three months from the date of joining.

6. Confidentiality and return of materials:

You shall be required to maintain organizational secrecy and confidentiality with respect to information and procedures followed in Cybage. You should not disclose any information/materials that are an intellectual property of Cybage, its associate companies, or clients.

Upon resignation or termination of your employment, you shall return to Cybage all papers and documents which may at that time be in your possession. This includes all type of material related to the business of Cybage or any of its associates or branches and you shall not retain any copies or extracts therefrom.

7. Non-competition:

During the term of your employment with Cybage, you shall not engage in any other employment, occupation, consulting, or other business activity related to the business in which Cybage is now involved or becomes involved during the term of your employment. You shall not engage in any other activity that conflicts with your obligations to Cybage during the term of your employment and for one year thereafter without the prior written consent Cybage. The Employment Agreement to be executed by you on joining shall contain a clause to this effect.

8. Leaves and holidays:

You will be entitled to 16 planned leaves and 5 unplanned (pro-rata) leaves in every calendar year. The planned leaves will be credited at the beginning of each calendar quarter @ 4 leaves per quarter. Unplanned leaves will be credited as per Company policy. The list of national holidays is declared by the HR department at the beginning of each year. Based on your date of joining, your leaves will be prorated.

9. Appraisal:

Your capabilities shall be assessed at regular time intervals and you shall be eligible for salary revision based on your performance and your capability as well as Company's performance. Your designation may change at the discretion of the Company.

10. Dress code:

Work dress code ranges from Formal to Business Casual to Casual. Cybage's objective in establishing a dress code is to allow our employees to work comfortably in the workplace, while projecting a professional image not only to our customers, potential employees, community, and visitors but also within the organization. Since all casual clothing is not suitable for office, the dress code is specified in the employee manual to help you determine what is appropriate to wear to work. You should adhere to the dress code published in the employee manual on intranet.

You are required to wear formals on your Date of Joining, which is:

- **For Gentlemen:** Formal full sleeve shirts and trousers with a tie and polished formal shoes.
- **For Ladies:** Western formals, salwar-kameez or formal saris with sandals.

11. Termination and resignation:

A. Termination: Cybage reserves the right to terminate the services of an employee:

- a) With or without cause by providing one month's notice or one month's salary instead of the notice.
- b) Without notice in the following cases:

- i. If the employee is absent or on unauthorized leave without notice in writing or without sufficient reasons for seven days or more
- ii. If the employee goes on a strike or supports a strike in contravention of any law for the time being in force or
- iii. The employee causes damage to the physical or intellectual property of Cybage or any of its clients/associates.

B. Resignation: Employee shall have right to resign from the Company by serving notice period as per the policy of resignation applicable at the time of departure. In case of a shortfall of notice period, the relieving date shall be the

prerogative of the Company, and shall be within the notice period. Further, the Company reserves the right to recover an amount equivalent to the consolidated salary for the number of days of shortfall.

12. Rules and regulations:

You shall be subject to all rules and regulations of Cybage that are in force and shall abide by them until in employment with the organization. Cybage policies are available on its intranet, which is accessible to every employee, and are updated from time to time. You are expected to be aware of the Company's policies and abide by them. Cybage reserves the right to modify any or all of the above terms and conditions that shall be binding on you, from time to time.

You will be governed by the code of conduct, discipline, rules, and regulations as laid down by the Company. These can be modified and updated from time to time, and these will be deemed to form an integral part of this Letter of Offer.

13. Acceptance:

If the terms and conditions of this offer are acceptable to you, kindly return a duplicate of this Letter of Offer duly signed with your acceptance.

ANNEXURE-3

Document Checklist to be Submitted on Joining

Originals and photocopies of the following documents need to be submitted on the day of joining. Non-submission of any of the documents will lead to deferment of joining formalities. Original documents will be returned after verification.

A. Educational documents:

1. 10th and 12th / Diploma mark sheets
2. Undergraduate certificate and mark sheet (all semesters/years)
3. Postgraduate certificate and mark sheet (if applicable – for all semesters/years)
4. Other Certification mark sheet/certificate

B. Personal documents:

1. 3 passport size photographs
2. Passport
3. PAN (Permanent Account Number) Card
4. Aadhar Card
5. Marriage certificate (if applicable)

Before the date of joining, in case of any queries/ address change/email id change, kindly send a mail to talent2join@cybage.com.

ACCEPTANCE OF OFFER

I have read the Letter of Offer and the annexed polices. I hereby accept the offer on the aforesaid terms.

I solemnly affirm that I am not under any medication on account of any medical condition, which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join duties with effect from the date mentioned hereinabove. In case of delays in joining, I shall inform the concerned authority one week in advance in writing.

Name: RAHUL RAVINDRA GOLHAR

Signature: 

Date: 25th Sept 2017

Place: PUNE

Date: September 25, 2017

Letter of Offer

Dear Vaibhav Jaggap

Further to your interview dated **September 25, 2017**, we are pleased to offer you the position of **Trainee - Software Engineer** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 18,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Software Engineer**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

The date of joining and location will be informed to you by **June, 2018**.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to successfully complete the Bachelor's degree before the date of confirmation.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

Sincerely,
For Cybage Software Pvt. Ltd.


Kirti Namjoshi
Manager – Talent Acquisition

ANNEXURE-1

Salary Details

Name: Naibhar Juggap
 Designation: Software Engineer
 Department: Engineering
 Primary Skill: Fresher
 Location: Pune/Hyderabad/Gandhinagar

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	132000
ii	HRA	88294
iii	Transport Allowance	29431
iv	Children Education Allowance	18187
v	Bonus \ Ex-Gratia	26400
vi	EPF Employer's Contribution	23666
	ANNUAL GROSS FIXED SALARY	318000
B	Other benefits	
vii	Gratuity	6349
viii	Insurance	3600
	TOTAL COMPENSATION (A+B)	327949
C	Variable Salary*	
ix	Maximum 10% of your Annual Gross Fixed Salary	31800

*Details mentioned in the "Explanation of terms used" section in the next page.

Explanation of terms used:

- i. **Basic:** This is the base component of the salary to which many other components are linked. This amount is fully taxable.
- ii. **HRA:** This amount will not be taxable if you submit appropriate rent agreement and rent receipts. Tax benefit calculation will be done on the basis of provisions of Income Tax Act, 1961.
- iii. **Transport Allowance:** Rs. 1600/- per month is exempt from tax and bills need not be submitted.
- iv. **Children Education Allowance:** This amount can be claimed as non-taxable by producing school fee receipts of your children to a maximum of Rs. 1200/- per child per year, for two children. (This can be claimed over & above deduction U/s 80 C of Rs. 100000/-)
- v. **Bonus \ Ex-Gratia:** As per the statutory regulation, if you are covered under the payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-Gratia"
- vi. **Contribution to Provident Fund:** This is calculated as 13.16% of all the above mentioned components (excluding HRA) or Rs. 1,80,000, whichever is lesser.
- vii. **Gratuity:** This provides you a lump sum benefit upon separation after completion of 5 years of continuous service or on retirement or when deceased. The gratuity is computed as per the Payment of Gratuity Act, 1972, as: Last drawn basic salary * no. of years served * 15/26. This amount is subject to a maximum limit as may be prescribed by the Payment of Gratuity Act 1972.
- viii. **Insurance:** As per the company policy, you are eligible for Insurance. At present the insurance cover available for Cybage employees is:
 - a. **Medical cover** of Rs. 200000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40000/- for up to two children.
 - b. **Accident cover** of Rs. 1000000/-, payable to beneficiary in case of death of employee. Covers payment for medical leaves taken by employee after accident at the rate of 1% of sum insured or Rs. 10000/-, whichever lower. Does not include hospitalization cover.

The insurance aforesaid are subject to review as per Cybage policy on an annual basis.
- ix. **Variable Salary:** This is the variable component of your salary based on Cybage's present policy. For the current financial year, the variable salary will be subject to the following conditions:
 - a. Variable salary shall depend on the company performance and your performance for the period under evaluation.
 - b. The variable component would be prorated based on the period for which the employee has worked with Cybage Software Pvt. Ltd. in the **Financial Year** and shall be paid to employees who have not resigned or not serving their notice period as on 31st March.
 - c. The Variable pay shall be calculated as 50% of Cybage Software Pvt Ltd.'s organic topline growth*. It means that if our organization hits "x" percentage top line growth, the variable payout would be "x/2".

For example, if Cybage achieves 18% growth in a financial year, the corresponding variable payout will be 9%. The last 5 years CAGR is 14.4%. On the maximum side, the variable payout will be capped to 10% of the annual gross fixed salary.

Income Tax: Income tax and Professional tax will be deducted at source as per the rules applicable.

The information pertaining to compensation and benefits is personal and confidential in nature. You should maintain confidentiality of your compensation details and any increment.

ANNEXURE-2

Additional Terms and Conditions of Offer

1. Work location and transfer:

Your work location shall be at Cybage Pune/Gandhinagar/Hyderabad office. This offer is subject to your preparedness to work in any of the locations of Cybage or its affiliates. Your services are transferable and you may be assigned to any office of Cybage or an associate company on such project as Cybage may deem suitable.

2. Training:

You shall undergo training for period of three months from your date of joining. Your confirmation shall be based on successful completion of the training, failing which the stipend shall continue. Based on your performance during the training, you may be transferred to other departments or your training may be extended or your services may be terminated. In this case the designation and salary shall change accordingly. The period of training can be extended depending on the business requirement. All confirmations after training are made only on 1st day of a month. Thus, if the due date for confirmation of an employee, as per date of joining and period of training letter falls between the 1st and 15th day (both days inclusive) of a month, the employee will be confirmed on the 1st day of the same month. However, if the due date for confirmation of an employee, as per date of joining and period of training falls between the 16th and the last day (both inclusive) of a month, the employee will be confirmed on the 1st day of the following month.

3. Mandatory tenure of employment:

On joining Cybage, you will continue to be employed with Cybage for a minimum period of fifteen months from the date of joining. If you resign or are terminated by Cybage for cause prior to completion of the said period of fifteen months, you will be liable to pay to Cybage damages equivalent to Rupees One Lakh. On joining, you will be required to sign an Employment Agreement to this effect.

4. Background verification:

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining Cybage and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials.

In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, Cybage reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies or this Offer letter.

5. Travel and passport:

You should possess a valid passport during your employment with Cybage. In case you do not have a valid passport at the time of joining, you should get one issued within three months from the date of joining.

6. Confidentiality and return of materials:

You shall be required to maintain organizational secrecy and confidentiality with respect to information and procedures followed in Cybage. You should not disclose any information/materials that are an intellectual property of Cybage, its associate companies, or clients.

Upon resignation or termination of your employment, you shall return to Cybage all papers and documents which may at that time be in your possession. This includes all type of material related to the business of Cybage or any of its associates or branches and you shall not retain any copies or extracts therefrom.

7. Non-competition:

During the term of your employment with Cybage, you shall not engage in any other employment, occupation, consulting, or other business activity related to the business in which Cybage is now involved or becomes involved during the term of your employment. You shall not engage in any other activity that conflicts with your obligations to Cybage during the term of your employment and for one year thereafter without the prior written consent Cybage. The Employment Agreement to be executed by you on joining shall contain a clause to this effect.

8. Leaves and holidays:

You will be entitled to 16 planned leaves and 5 unplanned (pro-rata) leaves in every calendar year. The planned leaves will be credited at the beginning of each calendar quarter @ 4 leaves per quarter. Unplanned leaves will be credited as per Company policy. The list of national holidays is declared by the HR department at the beginning of each year. Based on your date of joining, your leaves will be prorated.

9. Appraisal:

Your capabilities shall be assessed at regular time intervals and you shall be eligible for salary revision based on your performance and your capability as well as Company's performance. Your designation may change at the discretion of the Company.

10. Dress code:

Work dress code ranges from Formal to Business Casual to Casual. Cybage's objective in establishing a dress code is to allow our employees to work comfortably in the workplace, while projecting a professional image not only to our customers, potential employees, community, and visitors but also within the organization. Since all casual clothing is not suitable for office, the dress code is specified in the employee manual to help you determine what is appropriate to wear to work. You should adhere to the dress code published in the employee manual on intranet.

You are required to wear formals on your Date of Joining, which is:

- **For Gentlemen:** Formal full sleeve shirts and trousers with a tie and polished formal shoes.
- **For Ladies:** Western formals, salwar-kameez or formal saris with sandals.

11. Termination and resignation:

A. Termination: Cybage reserves the right to terminate the services of an employee:

- a) With or without cause by providing one month's notice or one month's salary instead of the notice.
- b) Without notice in the following cases:
 - i. If the employee is absent or on unauthorized leave without notice in writing or without sufficient reasons for seven days or more
 - ii. If the employee goes on a strike or supports a strike in contravention of any law for the time being in force or
 - iii. The employee causes damage to the physical or intellectual property of Cybage or any of its clients/associates.

B. Resignation: Employee shall have right to resign from the Company by serving notice period as per the policy of resignation applicable at the time of departure. In case of a shortfall of notice period, the relieving date shall be the

prerogative of the Company, and shall be within the notice period. Further, the Company reserves the right to recover an amount equivalent to the consolidated salary for the number of days of shortfall.

12. Rules and regulations:

You shall be subject to all rules and regulations of Cybage that are in force and shall abide by them until in employment with the organization. Cybage policies are available on its intranet, which is accessible to every employee, and are updated from time to time. You are expected to be aware of the Company's policies and abide by them.

Cybage reserves the right to modify any or all of the above terms and conditions that shall be binding on you, from time to time.

You will be governed by the code of conduct, discipline, rules, and regulations as laid down by the Company. These can be modified and updated from time to time, and these will be deemed to form an integral part of this Letter of Offer.

13. Acceptance:

If the terms and conditions of this offer are acceptable to you, kindly return a duplicate of this Letter of Offer duly signed with your acceptance.

ANNEXURE-3

Document Checklist to be Submitted on Joining

Originals and photocopies of the following documents need to be submitted on the day of joining. Non-submission of any of the documents will lead to deferment of joining formalities. Original documents will be returned after verification.

A. Educational documents:

1. 10th and 12th / Diploma mark sheets
2. Undergraduate certificate and mark sheet (all semesters/years)
3. Postgraduate certificate and mark sheet (if applicable – for all semesters/years)
4. Other Certification mark sheet/certificate

B. Personal documents:

1. 3 passport size photographs
2. Passport
3. PAN (Permanent Account Number) Card
4. Aadhar Card
5. Marriage certificate (if applicable)

Before the date of joining, in case of any queries/ address change/email id change, kindly send a mail to talent2join@cybage.com.

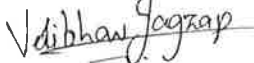
ACCEPTANCE OF OFFER

I have read the Letter of Offer and the annexed polices. I hereby accept the offer on the aforesaid terms.

I solemnly affirm that I am not under any medication on account of any medical condition, which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join duties with effect from the date mentioned hereinabove. In case of delays in joining, I shall inform the concerned authority one week in advance in writing.

Name: Vaibhaw Jagtap

Signature: 

Date: 25/09/17

Place: PUNE

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OK

faurecia

INTERIORS

Date: 22.09.2017.

Dear Anil Gore

Congratulations on being selected to join Faurecia!

Faurecia Interior Systems is pleased to offer you the position of **Graduate Engineer Trainee**

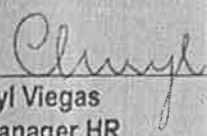
We are sure that new assignments, office set-up and colleagues await you. We hope you will find pleasure and challenge in each aspect of work life here.
Please find below Salary Offer & Break Up.

Basic Salary	105,000
Car Allowance	0
Flexible Benefit Account (FBA)	222,349
Gross Comp. (A)	327,349
Provident Fund	12,600
Gratuity	5,051
Retiral Benefit (B)	17,651
Canteen	5,000
Benefits (C)	5,000
CTC (A + B + C)	3,50,000

**Group Mediciam Insurance for self & dependents and Group Personal Accident as per eligibility.

Kindly sign and return a copy of this letter as a token of your acceptance.

We look forward to your joining on board in June/July 2018, and anticipate a long and mutually rewarding association.


Cheryl Viegas
Sr. Manager HR

Faurecia Interior Systems India Pvt Ltd.

Faurecia Interior Systems India Private Limited

Registered Address: Plot T-187, Pimpri Industrial Area, (B.G. Block), Bhosari, Pune - 411 026 India.

T +91-20-6614 9700 • F +91-20-6614 9800

Corporate Identification Number : U34300PN2004PTC019215

www.faurecia.com



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840541

Mr. Viraj Sunil Dere
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Viraj,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

In addition to the compensation mentioned in Annexure 1, you will be paid **INR 30,000/-** as a one-time incentive ("**One Time Incentive**") after completion of 6 months of service from the date of joining Capgemini subject to successful completion of all the conditions listed below:

1. Your probation is confirmed by Capgemini.
2. You are expected to mandatorily complete the pre-joining trainings assigned online (on a platform chosen by Capgemini). This may be supported with classroom/ virtual sessions conducted by facilitators from Capgemini in your college premises/ online classrooms.
3. Post joining, you will be required to undergo advanced technical and soft skill training, which will have assessments and a final test. You are expected to clear all these assessments in order to be eligible for the One Time Incentive.
4. You successfully clear the final assessment in the pre-joining and post joining trainings in one attempt.

In case you do not meet all the above-mentioned criteria during assessments of pre and post-joining training, Capgemini reserves the right to continue your employment without One Time Incentive payout.

One Time Incentive is one-time payment to appreciate your commitment and this will not be considered for any future salary revisions or adjustments of annual salary after the first payout.

Employees eligible for One Time Incentive will receive the amount after probation is confirmed along with their seventh month salary and same will be taxable as per applicable tax laws. However, employees who are serving notice period as on the date of payout will not be eligible for One Time Incentive.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

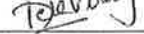
ANNEXURE 1

Viraj Sunil Dere

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: Viraj Sunil Dere
Date: 11/1/18



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840542

Mr. Gaykar Sanket Popat
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Gaykar,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

In addition to the compensation mentioned in Annexure 1, you will be paid **INR 30,000/-** as a one-time incentive ("**One Time Incentive**") after completion of 6 months of service from the date of joining Capgemini subject to successful completion of all the conditions listed below:

1. Your probation is confirmed by Capgemini.
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3. Post joining, you will be required to undergo advanced technical and soft skill training, which will have assessments and a final test. You are expected to clear all these assessments in order to be eligible for the One Time Incentive.
4. You successfully clear the final assessment in the pre-joining and post joining trainings in one attempt.

In case you do not meet all the above-mentioned criteria during assessments of pre and post-joining training, Capgemini reserves the right to continue your employment without One Time Incentive payout.

One Time Incentive is one-time payment to appreciate your commitment and this will not be considered for any future salary revisions or adjustments of annual salary after the first payout.

Employees eligible for One Time Incentive will receive the amount after probation is confirmed along with their seventh month salary and same will be taxable as per applicable tax laws. However, employees who are serving notice period as on the date of payout will not be eligible for One Time Incentive.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

ANNEXURE 1

Gaykar Sanket Popat

Analyst and A4

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Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: Gaykar
Candidate Name: Gaykar Sanket Popat
Date: 13/01/2018



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840528

Ms. Payalrani Vijaykumar Singh
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Payalrani,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

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We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

ANNEXURE 1

Payalrani Vijaykumar Singh

Analyst and A4

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Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: Payalrani Vijaykumar Singh
Date: 02/04/18



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840543

Mr. Shivshankar Sahoo
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Shivshankar,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

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ANNEXURE 1

Shivshankar Sahoo

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: **Shivshankar Sahoo**
Date: 02/01/18

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Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
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Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840529

Mr. Aakash Rajendra Dhande
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Aakash,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

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3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

In addition to the compensation mentioned in Annexure 1, you will be paid **INR 30,000/-** as a one-time incentive ("**One Time Incentive**") after completion of 6 months of service from the date of joining Capgemini subject to successful completion of all the conditions listed below:

1. Your probation is confirmed by Capgemini.
2. You are expected to mandatorily complete the pre-joining trainings assigned online (on a platform chosen by Capgemini). This may be supported with classroom/ virtual sessions conducted by facilitators from Capgemini in your college premises/ online classrooms.
3. Post joining, you will be required to undergo advanced technical and soft skill training, which will have assessments and a final test. You are expected to clear all these assessments in order to be eligible for the One Time Incentive.
4. You successfully clear the final assessment in the pre-joining and post joining trainings in one attempt.

In case you do not meet all the above-mentioned criteria during assessments of pre and post-joining training, Capgemini reserves the right to continue your employment without One Time Incentive payout.

One Time Incentive is one-time payment to appreciate your commitment and this will not be considered for any future salary revisions or adjustments of annual salary after the first payout.

Employees eligible for One Time Incentive will receive the amount after probation is confirmed along with their seventh month salary and same will be taxable as per applicable tax laws. However, employees who are serving notice period as on the date of payout will not be eligible for One Time Incentive.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring


ANNEXURE 1

Aakash Rajendra Dhande

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: **Aakash Rajendra Dhande**
Date: 10th January 2018



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 16-Jan-18

Ref No: HR/Campus/201840540

Mr. Vikrant Pramod Tinkhede
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Vikrant,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

In addition to the compensation mentioned In Annexure 1, you will be paid **INR 30,000/-** as a one-time incentive ("**One Time Incentive**") after completion of 6 months of service from the date of joining Capgemini subject to successful completion of all the conditions listed below:

1. Your probation is confirmed by Capgemini.
2. You are expected to mandatorily complete the pre-joining trainings assigned online (on a platform chosen by Capgemini). This may be supported with classroom/ virtual sessions conducted by facilitators from Capgemini in your college premises/ online classrooms.
3. Post joining, you will be required to undergo advanced technical and soft skill training, which will have assessments and a final test. You are expected to clear all these assessments in order to be eligible for the One Time Incentive.
4. You successfully clear the final assessment in the pre-joining and post joining trainings in one attempt.

In case you do not meet all the above-mentioned criteria during assessments of pre and post-joining training, Capgemini reserves the right to continue your employment without One Time Incentive payout.

One Time Incentive is one-time payment to appreciate your commitment and this will not be considered for any future salary revisions or adjustments of annual salary after the first payout.

Employees eligible for One Time Incentive will receive the amount after probation is confirmed along with their seventh month salary and same will be taxable as per applicable tax laws. However, employees who are serving notice period as on the date of payout will not be eligible for One Time Incentive.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

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We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

ANNEXURE 1

Vikrant Pramod Tinkhede

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: *Vikrant Tinkhede*
Candidate Name: Vikrant Pramod Tinkhede
Date: 19th Jan 2018



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840546

Mr. Harsh Kailash Chourasia
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Harsh,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

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2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

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In addition to the compensation mentioned in Annexure 1, you will be paid **INR 30,000/-** as a one-time incentive ("**One Time Incentive**") after completion of 6 months of service from the date of joining Capgemini subject to successful completion of all the conditions listed below:

1. Your probation is confirmed by Capgemini.
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4. You successfully clear the final assessment in the pre-joining and post joining trainings in one attempt.

In case you do not meet all the above-mentioned criteria during assessments of pre and post-joining training, Capgemini reserves the right to continue your employment without One Time Incentive payout.

One Time Incentive is one-time payment to appreciate your commitment and this will not be considered for any future salary revisions or adjustments of annual salary after the first payout.

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We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring


ANNEXURE 1

Harsh Kailash Chourasia

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: Harsh Kailash Chourasia
Date: 30/12/2017



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroll (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 12/28/2017

Ref No: HR/Campus/201840530

Mr. Tejas Maheshrao Shete
MIT Academy of Engineering

Letter of Intent ("LOI")

Dear Tejas,

With reference to your interview conducted by us at MIT Academy of Engineering, Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo training for a duration of 6-8 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

ANNEXURE 1

Tejas Maheshrao Shete

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: **Tejas Maheshrao Shete**
Date: 04/01/2018

66

OK



PERSISTENT

Reference: Persistent/Campus/DA00106944/3.0

Confidential

26-Apr-2018

Ms. Chaitanya Nair

**Flat No.5, Indra Bldg, Barlota Nagar, Dehuroad Pune PIN - 412101 MH-IND
Pune**

Dear Chaitanya,

Subject: Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position as **Software Engineer** at grade **3.0** with Persistent Systems Limited (Company).

Persistent has role based structure. All roles have been mapped in various career tracks. Accordingly, you are placed in **Generic** track. During your tenure with the company you are expected to perform a role as may be deemed fit by the organization and business needs. The company encourages employees to sharpen and enhance their competencies by providing various roles.

Your scheduled date of joining will be **26-Sep-2018**. However, in case of any change in the schedule, we will communicate the revised date of joining.

The terms and conditions of this offer for employment are:

A. Salary -

Your Annual Cost To Company will be Rs. **4,13,000**. Your Annual Gross Salary will be Rs. **3,72,000**. A detailed break up of your salary is given in 'Annexure-A'.

a. Statutory Bonus / Ex-Gratia Payment

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect. If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will be eventually considered towards 'Ex-gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

Page 1 of 11



b. CPB - Company Performance Bonus (as per the Company policy) -

This payment is part of your annual gross salary. Some part of CPB will be paid to you on a Monthly basis and remaining will be paid at the end of the financial year on the basis of Annual Performance of the Company.

c. Performance Pay:

Performance Pay component mentioned in the salary break-up sheet will be paid as follows

- 100% of the amount will be paid on a monthly basis.

- If you are put on Performance Improvement Plan (PIP) or equivalent plan resulting out of 'on the job' observation of below expectation performance, company reserves the right to withhold this amount till you successfully complete the PIP. In case your PIP commences in a month and stretches over the next month then the Performance Pay shall be proportionately paid to you for each month for the period you were not under the PIP.

- If you are found to be not in compliance with various internal policies / guidelines / requirements within the timelines specified in the respective policies / guidelines / requirements, company reserves the right to withhold this amount every month you remain non-compliant. Such deducted performance pay would be returned to you once you are found to be in compliance, in all respects.



PERSISTENT



B. Additional Terms

1. Acceptance of Offer

- a. The offer is valid till the date of joining decided by the Company.
- b. Please send us your acceptance of the offer on or before **16-May-2018**.
- c. This offer for employment is subject to you passing your graduation/post-graduation without keeping any backlogs. You will ensure to update the Company about exam results.
- d. Upon acceptance of this offer letter, your employment with the Company will be effective from the date of your joining the Company.
- e. As per the business requirement, kindly take the following actions:
 - i. Fill the Background Check Form attached as 'Annexure C' and submit the filled form along with necessary documents to the HR person at the time of joining
 - ii. Register with National Skills Registry (NSR an Initiative by NASSCOM) within the time line stipulated by the Company

The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this offer letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.

In case of your failure to take necessary steps as mentioned in point 1(f) above, within the specified timeline or in case the information, particulars and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate or untruthful, in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including termination of your employment without any obligations or without any notice period or compensation.

Further, you allow the Company to provide your personal information (a) for internal business requirements (b) for applicable legal compliance in or outside India (c) as may be required by Company's customers as a part of the engagement between Persistent and customer e.g. sharing of profiles etc. (d) if required by court or government authorities.

2. Work Location

At the time of joining you will be posted at Pune office. However, your services can be transferred to any of the Persistent group of Companies, other establishments of the Company, at Company's customer site or at partner's location anywhere in India or abroad subject to Company policies and business requirements from time to time.

3. Increments and Promotion

Your growth in the Company and increments in the salary will depend solely on your performance and contribution to the Company. The increments and salary revision will be driven as per the Performance Management Policy of the Company. You should be employed with the Company for a period of minimum six months, before being considered eligible for any salary review.

4. Probationary Period

You will be on probation for a period of six months, from the date of joining. Upon satisfactory performance during the probation period, your employment will be deemed confirmed unless otherwise communicated to you in writing.

In addition to your performance during the probationary period, confirmation of your employment is subject to your submitting the requisite documents as required at the time of you joining the Company.



5. Recovery of Expenses

Any expenses incurred by the Company for your recruitment such as your relocation, accommodation, joining bonus, MPC bonus reimbursement of short fall of notice period if any, etc. would be recovered from you if you voluntarily resign from the services of the Company within twelve months from your date of joining.

6. Notice Period

During probation, your employment can be terminated with thirty days' notice or payment of 'Basic Salary' (the 'Basic Salary' that is mentioned in the salary break-up sheet) in lieu of the notice period on either side.

After completion of probationary period and confirmation of employment, if you voluntarily resign from the services of the Company, you will be required to give sixty days' advance written notice or 'Basic Salary' in lieu of the notice period subject to the Company's discretion. In the event of you having any incomplete work assignment, the Company will have the discretion to relieve you only at the end of the sixty days' notice period. Similarly, the Company may terminate your employment by giving you sixty days' notice or 'Basic Salary' in lieu of notice period.

The Company can terminate your service without any notice period and without paying the salary in lieu of notice period, in case your employment is terminated on the grounds of

- (i) Breach of confidentiality or IP related obligations
- (ii) Violation of law
- (iii) Gross misconduct
- (iv) Material breach of Company policy, on your part. In such event, the Company will not be liable to make payment in lieu of notice period.

In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

7. Mediclaim Insurance Policy

Mediclaim Insurance policy is a family floater policy and the maximum sum assured is Rs.2.5 Lakhs per year. Employees are requested to view the policy terms and conditions on Persistent intranet post joining.

8. Retirement

You shall retire on the day of completion of sixty years of age. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the time of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Rules and Regulations

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. During the continuance of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

Also, the Chart of Authority and Disbursement is published on our Intranet (as applicable). You may go through the same, once you join the organization.



10. Invention Assignment and Confidentiality Undertaking

The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between you and the Company, and should be treated as such.

As part of the joining process, you will be required to sign 'Invention assignment and confidentiality undertaking'.

11. Code of Conduct

As part of the joining process, you will be required to sign 'Code of Conduct'.

12. Working Days

Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other off day. Staff of Support Departments may be required to work on Saturdays. The normal working hours are forty five hours/week, Monday through Friday.

The standard working hours of the Company is 9.00 a.m. to 6.00 p.m. Certain projects including projects requiring 24 X 7 support, may require an employee to work outside standard working hours as per the requirement of the business. In case you are assigned to such project, you may be required to work in shifts, as informed by your manager from time to time.

13. Information and Security

The role assigned during your employment with the Company includes the Information Security responsibilities as required by organization and customer. This includes adhering, maintaining information security artifacts as required by Information Security Policy of the organization and customer.

During your employment with the Company, you shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third party intellectual property rights. If you disclose any such information, you shall be solely liable at your own cost and you agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.

14. Skills assessment and evaluation

Employees need to undergo training and skill up-gradation programs from time to time. Successful completion of evaluations associated with the training program is mandatory. Should you fail to clear the evaluation; the Company will have the right to take appropriate action including termination of your services with or without notice.

15. No Conflict

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with (i) any other agreement that you may have entered into or (ii) any obligation that you may be bound to.

16. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.



17. Transit Accommodation

If you need transit accommodation, it can be provided to you, in case you are joining from outstation to the work location. The accommodation will be for a period of maximum seven days from a day prior to your joining date. For availing this, you need to send an email request to Atul Shenoy at atul_shenoy@persistent.com one week prior to your joining date.

18. Joining Formalities

Kindly contact Bhagyashree Kulkarni (Ph.No.- +91-20-66965191) on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

Persistent Systems Limited

Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.

To facilitate further planning before joining the Company, please email a copy of your resume to campus@persistent.com if e-copy is not submitted earlier.

Please find the details of documents/information required at the time of joining, in (Annexure C).

As token of your acceptance of this offer, kindly send an email confirmation to campus@persistent.co.in. Also, on the day of your joining, kindly sign and handover copy of this letter to **Atul Shenoy** at atul_shenoy@persistent.com, **91-20-67030437**.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely,

For Persistent Systems Limited

Padmini Giri

Padmini Giri

Head - Talent Acquisition

Annexure to and forming part of this letter:

- i. Salary Breakup Sheet (Annexure A)
- ii. Documents Required on the day of joining (Annexure B)



PERSISTENT

Acceptance of the offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this Appointment letter as a token of my having accepted employment with the Company and the terms and conditions set out in this letter.

Also I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process.

I will join the Company on 26/9/18 (DD-MMM-YYYY).

Date: 12/6/18

Signature:



PERSISTENT



SALARY BREAK-UP SHEET

Date: **26-Apr-2018**
Name: **Chaitanya Nair**

Grade: **3.0**

Location: **Pune**
Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		10,000
2	House Rent Allowance	50%	5,000
3	Company contribution to E.P.F./Special Pay I	12%	1,200
4	Superannuation fund/Special Pay II	15%	1,500
5	National Pension Scheme/Special Pay III	10%	1,000
6	Leave Travel Assistance	10%	1,000
7	Performance Pay	10%	1,000
8	Medical Reimbursement Allowance		1,250
9	Commuting Allowance		1,600
10	Statutory Bonus/Ex-gratia	20%	2,000
11	Upkeep Pay		1,950
Total to be paid monthly (M)			27,500
Total for the year [M * 12] [A]			3,30,000
II	Variable Components		
1	Company Performance Bonus[CPB] Per Month [M]		3,100
Total CPB 10% of Annual Gross Salary [B]			37,200
III	Annual Component		
1	Provision for your gratuity [C]	4%	4,800
Annual Gross Salary [A + B + C]			3,72,000
IV	Special Components		
Insurance* and Food** [D]			41,000
Cost To Company (CTC) [A + B + C + D]			4,13,000

For Persistent Systems Limited

Padmini Giri

Padmini Giri
Head - Talent Acquisition

Annexure – A

In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits, as applicable/ as per company policy

- Leaves
 - Privileged Leaves - 21 Days
 - Maternity Leave (ML) - As statutory requirement
 - Paternity Leave (PL) - 5 Days
 - Child Adoption Leave (CAL) - 10 Days
 - Study Leave (STL)
 - Long leave
 - Compensatory-Off
- Paid Holidays
- Employee Deposit Linked Insurance Policy
- Long Service Award
- Company sponsored Higher Education / certifications
- Night Shift Allowance
- Reward and Recognition
- Employee Engagement activities
- Project Party
- Flexi working hours
- Annual Health Check-up

Following facilities are available at certain locations

- Subsidized Transportation Facility
- Gymnasium Facility
- In-house Sports Facility
- Doctor on premises

****Food**

- Lunch, Snacks

*** Insurance Policy**

- Group Term Life Insurance
- Personal Accident
- Mediclaim Hospitalization (Self, Spouse, 2 children and Parents)

"Food and Insurance" is a benefit being extended to the employees and cannot be paid in cash, under any circumstances.

Annexure - B

Guidelines for Joining Process

As a part of your joining process, you will receive an email from Persistent. This email will contain a link of the **Pre Joining Portal**. Pre-joining portal is system where you are required to complete following activities **before joining**.

1) System Entries

You are requested to enter your details in Pre Joining portal. Some details, which we received during selection process, are already entered in the system. You are requested to go through the details. Please complete the process by entering all details in portal.

Details which are required to be entered in system are as below

1. Personal Details
2. Address Details
3. Family Details
4. Education Details
5. Previous Employer Details
6. Language Details

Please note that your joining form and Background Verification form will be generated based on the above mentioned details. These are Key details without which the forms cannot be generated. Hence you are requested to please complete all details. In case of queries, you can carry relevant documents on day of joining and after clarification, you can complete the details.

2) Upload Documents

You are requested to upload all relevant documents in Pre Joining Portal. Please use appropriate type of the documents and save. **Please upload documents in PDF format only.**

Valid documents for each category are:

- a) Identity proof: Any one of the below
 - a. Passport
 - b. Voter's card
 - c. Driving License
- b) Current and Permanent Address proof – Any one of the below
 - a. Electricity bill
 - b. Telephone bills
 - c. Ration card
 - d. Corporation tax receipt
 - e. Copy of Index 2
- c) Date of Birth Proof – Any one of the below
 - a. Birth Certificate
 - b. School leaving certificate
 - c. 10th pass Certificate
 - d. notarized copy of date of birth proof

- d) Educational Information: All documents (as applicable)
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. Diploma (if applicable) :Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - d. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable) : Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- e) Professional Information: (As applicable)
 - a. Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - b. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
 - c. Latest Salary Slips for the last two months from your previous employer
- f) Marriage Certificate (in case of name change for women employees)
- g) Pan Card (Mandatory)

If you do not receive the link for the pre joining portal or you face any problem while uploading documents, please keep soft copy of the documents available in your personal email account. Necessary access will be provided to you on day of joining to upload documents.

Computer - 2018

Fwd: Xoriant selection

G.B.PHAD <gbphad@admin.maepune.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, May 13, 2022 at 8:52 AM

Regards,

G.B.PHAD | 8390100244

Corporate Relation Executive

MIT Academy of Engineering

Alandi (D) , Pune -412105

Tel-020-30253500 | gangadhar.phad@mitaoe.ac.in

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

From: **roy mathew** <mitaoeroy@gmail.com>

Date: Thu, Oct 5, 2017 at 6:35 PM

Subject: Xoriant selection

To: <cmd@mitaoe.ac.in>

1. Mayank Jaiswal

All the best

68 (15)

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

From: Ankur Hedao <ankurhedao@gmail.com>

Date: Fri 17 Aug, 2018, 6:58 PM

Subject: Re: Salary Breakup :: DOJ- Friday, October 05, 2018 :: Location :: Bangalore

To: Koul, Siddarth <siddarth.koul@atos.net>

Dear Mr. Siddarth

Thank you for the offer to join ATOS India. I am willing to accept the offer.

I will join the office with all the required documents from 5th of october as mentioned in the offer.

Thank you very much.

Yours grateful,

Ankur Hedao

On Fri 17 Aug, 2018, 3:21 PM Koul, Siddarth, <siddarth.koul@atos.net> wrote:

Dear Ankur Hedao,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for "Atos Bangalore" with effect from your date of joining as Friday, October 05, 2018.

Please note that if you do not join on Friday, October 05, 2018" this offer will be treated as withdrawn.

Below is the joining location and Salary break Up -

Atos Global IT Solutions and Services Pvt. Ltd. (Bangalore)

Plot no. 8B, RMZ Centennial, ITPL Main road, Whitefield, Bangalore 560066

DESIGNATION

:

Trainee

Grade

:

T1

GCM Level

:

1

Expected DOJ

:

Friday, October 05,

Joining Location

:

Bangalore

Component

Amount (Rs.)

Basic

11,600

BOA

9,950

Monthly Gross

21,550

Annual Gross

2,58,600

Provident Fund

16,704

Gratuity

6,696

Retirals

23,400

(A+B)

2,82,000

Statutory Bonus

28,000

variable Pay*

28,000

CTC per annum (A+B+C)

3,10,000

OK

69



Salary Breakup :: DOJ- Friday, October 05, 2018 :: Location :: Bangalore

1 message

Koul, Siddarth <siddarth.koul@atos.net>

Fri, 17 Aug 2018 at 3:21 pm

To: akulkarni078@gmail.com <akulkarni078@gmail.com>

Dear Anushree,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for "Atos Bangalore" with effect from your date of joining as **Friday, October 05, 2018**.

Please note that if you do not join on **Friday, October 05, 2018** this offer will be treated as withdrawn.

Below is the joining location and Salary break Up -

Atos Global IT Solutions and Services Pvt. Ltd. (Bangalore)

Plot no. 8B, RMZ Centennial, ITPL Main road, Whitefield, Bangalore 560066

REPORTING TIME- 9 AM

Contact Person: Ms. Shivani Thakur.

Akulkarni

DESIGNATION	:	Trainee
Grade	:	T1
GCM Level	:	1
Expected DOJ	:	Friday, October 05, 2018
Joining Location	:	Bangalore
<u>Component</u>		<u>Amount (Rs.)</u>
Basic		11,600
BOA		9,950
Monthly Gross		21,550
A Annual Gross		2,58,600
Provident Fund		16,704
Gratuity		6,696
B Retirals		23,400
(A+B)		2,82,000
Statutory Bonus		28,000
C Variable Pay*		28,000
CTC per annum (A+B+C)		3,10,000

*Probable for the year on pro-rata basis

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable.
- Detailed appointment letter will be shared post you accept this offer

Important information

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of marksheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not available-Please apply immediately and carry acknowledgment.
- 2 Passport size photos (self).
- If you have a bank account-Carry Cancelled bank cheque-If you don't have bank account- Atos will help you to open an Bank Account.

Your above offer will hold true subject to below pointers:

- At the time of joining you require to submit photocopies of 10th 12th Graduation and post-graduation mark sheets mandatorily.

And as explained to you at the time of Interview, you need to be:

- Flexible to work in any shift pattern.

We welcome you to the House of Atos and look forward to your valued contribution in taking Atos to greater heights.

Please Provide Acceptance by 18th August 2018 EOD by replying on this email.

Regards,

Siddarth Koul
Team HR



admin@hirepro.in

to me

10/5/2017 View details



Atos

2018 Campus Hiring Program

Dear Pooja,

Greeting from Atos!

Congratulations!

we are pleased to inform you that you are through with Atos campus recruitment process. Kindly check your e-mail for further communication.

Regards,
Campus Recruitment Team - Atos India

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ATOS::DOJ::Salary break up for 5 November 2018:: Pune

2 messages

Koul, Siddarth <siddarth.koul@atos.net>

Wed, 31 Oct 2018 at 16:13

To: chauhan4445@gmail.com <chauhan4445@gmail.com>

Dear Abhishek Kumar,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for "Atos Pune" with effect from your date of joining as **Monday, November 05, 2018**

○ Please note that if you do not join on **Monday, November 05, 2018** this offer will be treated as withdrawn.

Below is the **joining location** and **Salary break Up** -

Venue of joining -

Block No.1.6 Embassy Tech Zone,

Rajiv Gandhi InfoTech Park, Hinjewadi, Phase II,

Pune 411 057, Maharashtra, India.

Contact Person: Mr Anurag / MS Sonal Chopra

Reporting Time - 9 AM.

DESIGNATION	:	Trainee
Grade	:	T1
GCM Level	:	1
Expected DOJ	:	Monday, November 05, 2018
Joining Location	:	Pune

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	11,600
BOA	9,950
Monthly Gross	21,550
A Annual Gross	2,58,600
Provident Fund	16,704
Gratuity	6,696
B Retirals	23,400
(A+B)	2,82,000
Statutory Bonus	28,000
C Variable Pay*	28,000
CTC per annum (A+B+C)	3,40,000

*Probable for the year on pro-rata basis

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable.
- Detailed appointment letter will be shared post you accept this offer

Important information

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of marksheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not available-Please apply immediately and carry acknowledgment.
- 2 Passport size photos (self).
- If you have a bank account-Carry Cancelled bank cheque-If you don't have bank account- Atos will help you to open an Bank Account.

Your above offer will hold true subject to below pointers:

- At the time of joining you require to submit photocopies of 10th 12th Graduation and post-graduation mark sheets mandatorily.

And as explained to you at the time of Interview, you need to be:

- Flexible to work in any shift pattern.

We welcome you to the House of Atos and look forward to your valued contribution in taking Atos to greater heights.

Please Provide Acceptance by EOD by replying on this email.

Regards,

Siddarth Koul
Team HR

Abhishek Kumar <chauhan4445@gmail.com>
To: Koul, Siddarth <siddarth.koul@atos.net>

Thu, 1 Nov 2018 at 00:22

Thank you sir for this oppurtunity.
I am accepting this offer .
[Quoted text hidden]

2 attachments

 **image001.png**
11 KB

 **image002.png**
176 B

CONFIDENTIAL

Ms. Dhira Negi

MIT-S. No. 124, Paud Road
Kothrud, Pune Maharashtra
Pune, 411038
India

**Atos Global IT
Solutions and Services
Private Limited**

Building No. 3, 7th Floor
Gigaplex Special Economic
Zone, IT Plot No. 3
Airoli Knowledge Park
Airoli, Navi Mumbai
Pin - 400 708
Maharashtra, India
T +91 (22) 6645 2508
atos.net

Date: 20 July 2018

Dear Dhira Negi,

Appointment in Grade "T1"

We have pleasure in offering you an appointment as "Trainee" in our Company at "Pune Campus", with effect from your date of joining. Please note that if you do not join on or before "July 23, 2018", this offer will be treated as withdrawn.

1. You will receive a Base Salary (Basic + Basket of Allowance (BOA)) of Rs 21,550/- (Twenty One Thousand Five Hundred Fifty only) per month.
2. You will be on probation for an initial period of one year from the date of appointment. Thereupon, you will be a writing as a permanent staff of the Company, if your services are found to be satisfactory and up to the standards required by the Company. The Company shall be the sole judge of your competence in this context.
3. Your services are transferable to any department, unit or location in India or abroad, in any subsidiary or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
4. The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
5. The other terms and conditions are detailed in the attached "Conditions of Service"
6. You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
7. You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
8. This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
9. During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company.

This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.

Ms. Dhira Negi

CONFIDENTIAL

Registered Office: Building No.3, 7th Floor, Gigaplex Special Economic Zone, IT Plot No.5, Airoli Knowledge Park, Airoli, Navi Mumbai,
Dist: Thane, PIN 400 708, CIN: U72900MH2017PTC292122, Tele: +91 22 6645 2508

CONFIDENTIAL

Atos

Ms. Kranti Sambhaji Walke
MIT-S. No. 124, Paud Road
Kothrud, Pune Maharashtra
Pune, 411038
India

Atos Global IT
Solutions and Services
Private Limited

Building No. 3, 7th Floor
Gigaplex Special Economic
Zone, IT Plot No. 5
Airoli Knowledge Park
Airoli, Navi Mumbai
Dist. Thane - PIN 400 708
Maharashtra, India
T +91 (22) 6645 2508
atos.net

Date: 20 July 2018

Dear Kranti Sambhaji Walke,

Appointment in Grade "T1"

We have pleasure in offering you an appointment as "Trainee" in our Company at "Pune Campus", with effect from your date of joining. Please note that if you do not join on or before "July 23, 2018", this offer will be treated as withdrawn.

1. You will receive a Base Salary (Basic + Basket of Allowance (BOA)) of Rs 21,550/- (Twenty One Thousand Five Hundred Fifty only) per month.
2. You will be on probation for an initial period of one year from the date of appointment. Thereupon, you will be a writing as a permanent staff of the Company, if your services are found to be satisfactory and up to the standards required by the Company. The Company shall be the sole judge of your competence in this context.
3. Your services are transferable to any department, unit or location in India or abroad, in any subsidiary or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
4. The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
5. The other terms and conditions are detailed in the attached "Conditions of Service".
6. You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
7. You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
8. This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
9. During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company.

This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.

Ms. Kranti Sambhaji Walke

CONFIDENTIAL

Registered Office: Building No.3, 7th Floor, Gigaplex Special Economic Zone, IT Plot No.5, Airoli Knowledge Park, Airoli, Navi Mumbai
Dist: Thane, PIN 400 708, CIN: U72900MH2017PTC292122, Tele: +91 22 6645 2508

Atos

NAME : Kranti Sambhaji Walke
DESIGNATION : Trainee
Grade : T1
GCM Level : 1
Expected DOJ : Monday, 23 July 2018
Joining Location : Pune Campus

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	11,600
BOA	9,950
Monthly Gross	21,550
A Annual Gross	258,600
Provident Fund	16,704
Gratuity	6,696
B Retirals	23,400
(A+B)	282,000
Statutory Bonus	28,000
C Variable Pay*	28,000
CTC per annum (A+B+C)	310,000

*Probable for the year on pro-rata basis

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

Atos Selection

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Fri, Oct 6, 2017 at 10:43 AM

Atos India has selected the following 13 students of MITAOE from the campus recruitment process conducted on 4th & 5th October 2017 at MIT Campus:

Sr. no.	First Name	Middle Name	Last Name	Degree	Branch
1	Ankur	Haribhau	Hedao	BE	COMPUTER
2	Anushree	Prafulla	Kulkarni	BE	COMPUTER
3	Pooja	Pramod kumar	Mishra	BE	COMPUTER
4	ABHISHEK	SATISH KUMAR SINGH	KUMAR	BE	E&TC
5	DHIRA	Chanchal Singh Negi	NEGI	BE	E&TC
6	Kranti	Sambhaji	Walke	BE	E&TC
7	SHWETA	ANIL	KUMBHAR	BE	E&TC
8	Suraj	Kumar	Pandey	BE	E&TC
9	PUSPENDRA	SATYENDRA SHUKLA	KUMAR	BE	ELECTRONICS
10	RATNA	AMAR SHEKHAR PATHAK	PATHAK	BE	ELECTRONICS
11	KUNDAN KUMAR	SATISH CHANDRA GUPTA	GUPTA	BE	IT
12	LISHA	THOMAS ABRAHAM	.K.THOMAS	BE	IT
13	Siddharth	Kishan	Ingle	BE	IT

Remuneration offered by the company is Rs. 3.10 Lacs / annum CTC

All the Best !!!!

TS BK
Dear Suraj Kumar Pandey,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for "Atos Pune" with effect from your date of joining as **Monday, November 05, 2018**

Please note that if you do not join on **Monday, November 05, 2018** this offer will be treated as **withdrawn**.

Below is the **joining location** and **Salary break Up** -

Venue of joining -

Block No.1.6 Embassy Tech Zone,

Rajiv Gandhi InfoTech Park,
Hinjewadi, Phase II,

Pune 411 057, Maharashtra, India.

DESIGNATION : Trainee
Grade : T1
GCM Level : 1
Expected DOJ : Monday, November 05, 2018
Joining Location : Pune

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	11,600
BOA	9,950
Monthly Gross	21,550
A Annual Gross	2,58,600
Provident Fund	16,704
Gratuity	6,696
B Retirals	23,400
(A+B)	2,82,000
Statutory Bonus	28,000
C Variable Pay*	28,000
CTC per annum (A+B+C)	3,10,000

*Probable for the year on pro-rata basis

In addition to the above,

- You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

Atos Selection

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Fri, Oct 6, 2017 at 10:43 AM

Atos India has selected the following 13 students of MITAOE from the campus recruitment process conducted on 4th & 5th October 2017 at MIT Campus:

Sr. no.	First Name	Middle Name	Last Name	Degree	Branch
1	Ankur	Haribhau	Hedao	BE	COMPUTER
2	Anushree	Prafulla	Kulkarni	BE	COMPUTER
3	Pooja	Pramod kumar	Mishra	BE	COMPUTER
4	ABHISHEK	SATISH KUMAR SINGH	KUMAR	BE	E&TC
5	DHIRA	Chanchal Singh Negi	NEGI	BE	E&TC
6	Kranti	Sambhaji	Walke	BE	E&TC
7	SHWETA	ANIL	KUMBHAR	BE	E&TC
8	Suraj	Kumar	Pandey	BE	E&TC
9	PUSPENDRA	SATYENDRA SHUKLA	KUMAR	BE	ELECTRONICS
10	RATNA	AMAR SHEKHAR PATHAK	PATHAK	BE	ELECTRONICS
11	KUNDAN KUMAR	SATISH CHANDRA GUPTA	GUPTA	BE	IT
12	LISHA	THOMAS ABRAHAM	.K.THOMAS	BE	IT
13	Siddharth	Kishan	Ingle	BE	IT

Remuneration offered by the company is Rs. 3.10 Lacs / annum CTC

All the Best !!!!



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ATOS::DOJ::Salary break up for 5 November 2018:: Pune

1 message

Koul, Siddarth <siddarth.koul@atos.net>
To: pathakratna@gmail.com <pathakratna@gmail.com>

Wed, 31 Oct 2018 at 4:13 pm

Dear Ratna Pathak,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for "Atos Pune" with effect from your date of joining as **Monday, November 05, 2018**

Please note that if you do not join on **Monday, November 05, 2018** this offer will be treated as withdrawn.

Below is the joining location and Salary break Up -

Venue of joining -

Block No.1.6 Embassy Tech Zone,
Rajiv Gandhi InfoTech Park, Hinjewadi, Phase II,
Pune 411 057, Maharashtra, India.

Contact Person: Mr Anurag / MS Sonal Chopra

Reporting Time - 9 AM.

DESIGNATION	:	Trainee
Grade	:	T1
GCM Level	:	1
Expected DOJ	:	Monday, November 05, 2018
Joining Location	:	Pune
<u>Component</u>		<u>Amount (Rs.)</u>
Basic		11,600
BOA		9,950
Monthly Gross		21,550
A Annual Gross		2,58,600
Provident Fund		16,704
Gratuity		6,696
B Retirals		23,400
(A+B)		2,82,000
Statutory Bonus		28,000
C Variable Pay*		28,000
CTC per annum (A+B+C)		3,10,000
*Probable for the year on pro-rata basis		

In addition to the above,

- You will be eligible for Group Mediciam, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable.
- Detailed appointment letter will be shared post you accept this offer

Important information

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of marksheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not available-Please apply immediately and carry acknowledgment.
- 2 Passport size photos (self).
- If you have a bank account-Carry Cancelled bank cheque-If you don't have bank account- Atos will help you to open an Bank Account.

Your above offer will hold true subject to below pointers:

- At the time of joining you require to submit photocopies of 10th 12th Graduation and post-graduation mark sheets mandatorily.

And as explained to you at the time of Interview, you need to be:

- Flexible to work in any shift pattern.

We welcome you to the House of Atos and look forward to your valued contribution in taking Atos to greater heights.

Please Provide Acceptance by EOD by replying on this email.

Regards,

Siddarth Koul
Team HR

Contact

www.linkedin.com/in/ratna-pathak-41929a115 (LinkedIn)

Top Skills

C

C++

Java

Certifications

NPTEL Web app development.

Ratna Pathak

SAP Basis consultant, Atos.
Pune

Summary

I am super passionate about new technologies.

Experience

Atos

Associate Software Engineer
2018 - Present (4 years)

Education

Maharashtra Institute of Technology
· (2014 - 2018)

University of Pune

Bachelor of Engineering (BE), Electronics

(79)

From: **Tiwari, Jyoti (ext)** <jyoti.tiwari.external@atos.net>
Date: Fri 20 Jul, 2018, 5:23 PM
Subject: AtoS :: Salary Breakup :: DOJ 27 July 2018 :: AtoS Bangalore Location
To: guptakundan24@gmail.com <guptakundan24@gmail.com>

Dear Kundan Kumar Gupta

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you an appointment as "Trainee" in Grade T1, in Atos-Bangalore with effect from your Date of Joining as **27th July 2018**.

Please note that if you do not join on "**27th July 2018**." this offer will be treated as withdrawn.

Below is the salary break up along with the joining loc

Please go through the offer Induction formalities

Day & Date : Friday, July 27th, 2018

Time : 9:00 AM sharp

Venue : Atos Global IT Solutions and Services Pvt. Ltd. (Bangalore)

Plot 8B, RMZ Centennial, ITPL main Road,

White Field- Bangalore-560048

Contact Person : Shivani Thakur

Important information

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of mark sheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not Available-Please applying immediately and carry acknowledgment.
- 2 Passport size photos (self).

- If you have a bank account-Carry Cancelled bank cheque-If you don't have bank account- Atos will help you to open an Bank Account.

Your above offer will hold true subject to below pointers:

- At the time of joining you require to submit photocopies of 10th 12th Graduation and post-graduation mark sheets mandatorily.
- You clearing your final semester / year and submitting your academic certificates on date of joining or within 45 days of joining.

And as explained to you at the time of Interview, you need to be:

- Flexible to work in any shift pattern.
- Ready to accept any role which is offered post training.

We welcome you to the House of AtoS and look forward to your valued contribution in taking AtoS to greater heights.

Thanks & Regards

Recruitment Operations

DESIGNATION	:	Trainee
Grade	:	T1
GCM Level	:	1
Expected DOJ	:	Friday, July 27, 2018
Joining Location	:	Bangalore

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	11,600
BOA	9,950
Monthly Gross	21,550
Annual Gross	2,58,600
Provident Fund	16,704
Gratuity	6,696
Retirals	23,400
 (A+B)	 2,82,000
Statutory Bonus	28,000
Variable Pay*	28,000
 CTC per annum (A+B+C)	 3,10,000

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

From: **Tiwari, Jyoti (ext)** <jyoti.tiwari.external@atos.net>

Date: Fri, Jul 20, 2018, 17:23

Subject: AtoS :: Salary Breakup :: DOJ 27 July 2018 :: AtoS Bangalore Location

To: lkthomas@it.mitaoe.ac.in <lkthomas@it.mitaoe.ac.in>

Dear Lisha K Thomas

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you an appointment as "Trainee" in Grade T1, in Atos-Bangalore with effect from your Date of Joining as **27th July 2018**.

Please note that if you do not join on "**27th July 2018**," this offer will be treated as withdrawn.

Below is the salary break up along with the joining location. Please go through the offer Induction formalities

Day & Date : Friday, July 27th, 2018

Time : 9:00 AM sharp

Venue : Atos Global IT Solutions and Services Pvt. Ltd. (Bangalore)

Plot 8B, RMZ Centennial, ITPL main Road,

White Field- Bangalore-560048

Contact Person : Shivani Thakur

Important information

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of mark sheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not available-Please apply immediately and carry acknowledgment.
- 2 Passport size photos (self).

- If you have a bank account-Carry Cancelled bank cheque-If you don't have bank account- Atos will help you to open an Bank Account.

Your above offer will hold true subject to below pointers:

- At the time of joining you require to submit photocopies of 10th 12th Graduation and post-graduation mark sheets mandatorily.
- You clearing your final semester / year and submitting your academic certificates on date of joining or within 45 days of joining.

And as explained to you at the time of Interview, you need to be:

- Flexible to work in any shift pattern.
- Ready to accept any role which is offered post training.

We welcome you to the House of AtoS and look forward to your valued contribution in taking AtoS to greater heights.

Thanks & Regards

Recruitment Operations

DESIGNATION	:	Trainee
Grade	:	T1
GCM Level	:	1
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Retirals	23,400
(A+B)	2,82,000
Statutory Bonus	28,000
Variable Pay*	28,000
CTC per annum (A+B+C)	3,10,000

12/7/2017

MIT Academy of Engineering, Alandi - Pune Mail - Fwd: Congratulations! Campus recruitment sele

MIT | Academy of
Engineering

Atul Choudhary <aschoudhary@maepune.ac.in>

Fwd: Congratulations! Campus recruitment selection update

SIDDHARTH INGLE <skingle@it.mitaoe.ac.in>

To: Atul Choudhary <aschoudhary@it.maepune.ac.in>

Mon, Dec 12, 2017 at 6:07 PM

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

From: <admin@hirepro.in>

Date: Oct 5, 2017 8:11 PM

Subject: Congratulations! Campus recruitment selection update

To: <skingle@it.mitaoe.ac.in>

Cc:

Atos

2018 Campus Hiring Program

Dear **siddharth kishan ingale**,

Greeting from Atos!

Congratulations!

we are pleased to inform you that you are through with Atos campus recruitment process. Kindly check your e-mail for further communication.

Regards,
Campus Recruitment Team - Atos India



Oct, 10th 2017

To,

Abhijeet Kumar,
C/O Raghunandan Prasad Sinha, Chandpurbela,
Jakkarpur, Patna, Bihar- 800001

Dear Abhijeet,

With reference to the application and the subsequent interviews we had, we are very pleased to offer you the position of "Trainee Engineer - Software Development" (Telecom Solutions) with us at Vadodara, on the terms and conditions verbally agreed with you during the interviews.

We are pleased to offer Total Annual Cost to Company as **INR 4,50,000 /- per annum**. You shall be paid a gross consolidated salary of **INR 37,500/-p.m.** inclusive of Basic, HRA, Conveyance, Medical benefits as per policies of the company, Gratuity as per Government rules, Bonus as per policies of the company, Monthly Performance Bonus and Company Performance Bonus. (Please refer Annexure - A)

You are also entitled to receive **INR 80,000/- as Retention Bonus** (Over and above Annual CTC). Upon Completion of Probation Period (6 Months), Retention Bonus will be paid to you in next 4 installments as per below:

Retention Bonus payout process:

- 1st Installment of 20,000/- payable on or before 1st week of Dec'18
- 2nd Installment of 20,000/- payable on or before 1st week of Apr'19
- 3rd Installment of 20,000/- payable on or before 1st week of July'19
- 4th Installment of 20,000/- payable on or before 1st week of Oct'19

NOTE: An employee should be on the rolls of company while disbursement of each installment of Retention Bonus.

You will be on **probation** for a period of 6 months from the date of joining. During the probation period and/or the confirmation of the employment, the appointment may be terminated without assigning any reason at any time by TWO MONTH notice on either side, provided the company may, if it shall choose, be at liberty to pay you of TWO MONTH salary in lieu of notice.

This offer shall be subject to:-

1. Acceptance of this offer in writing/confirmation about your joining duties, within 1 day from the date of this letter.
2. Submission of following documents within 4 days of date of this letter:
 - a. School Leaving Certificate
 - b. SSC, HSC and Final Year Mark Sheet
 - c. Passport copy or Driving License
 - d. Address Proof - Electricity Bill / Telephone Bill / VMC Receipt/Aadhar Card
 - e. Six Passport size Photographs
 - f. Pan Card Copy



3) Please send the acceptance mail within 2 days of receiving the offer letter.

Kindly carry all the above mentioned documents in original on the date of joining. HR upon verifying the documents shall issue the Appointment Letter and return the original documents.

You are expected to join our organization latest by 1st Week of June 2018 at 9:30 AM.

In the event of non-fulfillment of any terms, this offer shall stand withdrawn. Please sign the duplicate copy of this offer letter as token of your acceptance of Employment on the above Terms and Conditions.

We look forward to a very fruitful and rewarding relationship between you and the Organization and take this opportunity to wishing you a long and successful career with the Organization.

Yours sincerely,
For Matrix ComSec Pvt. Ltd.

Ashish Shah

Ashish Shah

Manager - Human Resources

I accept the offer and shall join duties on 11/6/2018

Signature of the candidate

Ashish Shah

ANNEXURE - A	Abhijeet Kumar
Basic Salary + DA	16000
Transport Allowance	1600
Medical Reimbursement	1250
Child Education Allowance	0
Books & Periodicals	0
House Rent Allowance	6400
Conveyance Reimbursment	0
Uniform Allowance	2200
Sodexo Meal Coupon	0
Other Allowances	3749
GROSS SALARY (A)	31199
Gratuity (Yearly Component)	769
Statutory Bonus (Yearly Component)	2100
ESIC Contribution	0
PF - Employer's Contribution	0
Company Performance Incentive	0
Member Performance Incentive	3432
OTHER PAY (B)	6301
TOTAL MONTHLY CTC (A+B)	37500
Annual CTC without Gift Coupon	450000
Gift Coupon Value	0
ANNUAL COST TO COMPANY	450000
Net Take Home Before Tax (With MPI)	34431
Net Take Home Before Tax with 100% CPI	34431
RETENTION BONUS	80000
TOTAL REMUNERATION (INCLUDING RETENTION BONUS)	530000

Note:
Leave Encashment is paid over and above CTC. All paid unused leaves as on 31st Dec can be encashed in January.
MPI: Payable monthly, calculated at 11% of Gross Salary. Can vary between 0 to 15% of Salary depending on your performance.
CPI: Payable monthly, calculated on Gross Salary. Full CPI can be achieved on 100% achievement of monthly sales target.
Statutory Bonus: Payable yearly as per Government rule: Calculated as 20% of Minimum Wages or Rs.7000/- basic (whichever is higher).
Gratuity: As per government's rule
ESIC Contribution: Payable as per Government rule, calculated on Gross Salary (below 21000 per month), Employee's Contribution: 1.75% of Gross. Employer's ESIC Contribution (4.75%) is not part of CTC and payable by Employer.
All taxes (as per Income Tax Rules) related to your employment will be borne by you.
PF contribution: PF Contribution is calculated on "Basic Wage". Definition of Basic Wage: Basic + DA + Monthly earned actual incentive. The Contribution is payable on maximum Basic Wage Ceiling of Rs. 15000 by Employee & Employer.

*for
Shashi*



Oct, 10th 2017

To,

Somya Sharma
Parijat Colony, Mahaveer Nagar 3rd,
Kota, Rajasthan

Dear Somya,

With reference to the application and the subsequent interviews we had, we are very pleased to offer you the position of "Trainee Engineer - Software Development" (Security Solutions) with us at Vadodara, on the terms and conditions verbally agreed with you during the interviews.

We are pleased to offer Total Annual Cost to Company as INR 4,20,000 /- per annum. You shall be paid a gross consolidated salary of INR 35,000/-p.m. inclusive of Basic, HRA, Conveyance, Medical benefits as per policies of the company, Gratuity as per Government rules, Bonus as per policies of the company, Monthly Performance Bonus and Company Performance Bonus. (Please refer Annexure - A)

You are also entitled to receive INR 80,000/- as Retention Bonus (Over and above Annual CTC). Upon Completion of Probation Period (6 Months), Retention Bonus will be paid to you in next 4 installments as per below:

Retention Bonus payout process:

- 1st Installment of 20,000/- payable on or before 1st week of Dec'18
- 2nd Installment of 20,000/- payable on or before 1st week of Apr'19
- 3rd Installment of 20,000/- payable on or before 1st week of July'19
- 4th Installment of 20,000/- payable on or before 1st week of Oct'19

NOTE: An employee should be on the rolls of company while disbursement of each installment of Retention Bonus.

You will be on probation for a period of 6 months from the date of joining. During the probation period and/or the confirmation of the employment, the appointment may be terminated without assigning any reason at any time by TWO MONTH notice on either side, provided the company may, if it shall choose, be at liberty to pay you of TWO MONTH salary in lieu of notice.

This offer shall be subject to:-

1. Acceptance of this offer in writing/confirmation about your joining duties, within 1 day from the date of this letter.
2. Submission of following documents within 4 days of date of this letter:
 - a. School Leaving Certificate
 - b. SSC, HSC and Final Year Mark Sheet
 - c. Passport copy or Driving License
 - d. Address Proof - Electricity Bill / Telephone Bill / VMC Receipt/Aadhar Card
 - e. Six Passport size Photographs
 - f. Pan Card Copy

Somya

MATRIX COMSEC PVT. LTD.

Registered/Head Office: 394-GIDC, Makarpura, Vadodara-390 010, India. Ph: +91 265 2630555. Email: Inquiry@MatrixComSec.com • www.MatrixComSec.com
Manufacturing Unit: 15 & 19-GIDC, Waghodia, Dist. Vadodara-391 760, India. Ph: +91 2668 263172/73 • CIN: U72200GJ1998PTC034047

ANNEXURE - A	Somya Sharma
Basic Salary + DA	15700
Transport Allowance	1600
Medical Reimbursement	1250
Child Education Allowance	0
Books & Periodicals	0
House Rent Allowance	6280
Conveyance Reimbursement	0
Uniform Allowance	2200
Sodexo Meal Coupon	0
Other Allowances	1929
GROSS SALARY (A)	28959
Gratuity (Yearly Component)	755
Statutory Bonus (Yearly Component)	2100
ESIC Contribution	0
PF - Employer's Contribution	0
Company Performance Incentive	0
Member Performance Incentive	3185
OTHER PAY (B)	6040
TOTAL MONTHLY CTC (A+B)	35000
Annual CTC without Gift Coupon	420000
Gift Coupon Value	0
ANNUAL COST TO COMPANY	420000
Net Take Home Before Tax (With MPI)	31944
Net Take Home Before Tax with 100% CPI	31944
RETENTION BONUS	80000
TOTAL REMUNERATION (INCLUDING RETENTION BONUS)	500000

Note:

Leave Encashment is paid over and above CTC. All paid unused leaves as on 31st Dec can be encashed in January.

MPI: Payable monthly, calculated at 11% of Gross Salary. Can vary between 0 to 15% of Salary depending on your performance.

CPI: Payable monthly, calculated on Gross Salary. Full CPI can be achieved on 100% achievement of monthly sales target.

Statutory Bonus: Payable yearly as per Government rule: Calculated as 20% of Minimum Wages or Rs.7000/- basic (whichever is higher).

Gratuity: As per government's rule

ESIC Contribution: Payable as per Government rule, calculated on Gross Salary (below 21000 per month). Employee's Contribution: 1.75% of Gross. Employer's ESIC Contribution (4.75%) is not part of CTC and payable by Employer.

All taxes (as per Income Tax Rules) related to your employment will be borne by you.

PF contribution: PF Contribution is calculated on "Basic Wage". Definition of Basic Wage: Basic + DA + Monthly earned actual incentive. The Contribution is payable on maximum Basic Wage Ceiling of Rs. 15000 by Employee & Employer.

*Yes
Placed*



3) Please send the acceptance mail within 2 days of receiving the offer letter.

Kindly carry all the above mentioned documents in original on the date of joining. HR upon verifying the documents shall issue the Appointment Letter and return the original documents.

You are expected to join our organization latest by 1st Week of June 2018 at 9:30 AM.

In the event of non-fulfillment of any terms, this offer shall stand withdrawn. Please sign the duplicate copy of this offer letter as token of your acceptance of Employment on the above Terms and Conditions.

We look forward to a very fruitful and rewarding relationship between you and the Organization and take this opportunity to wishing you a long and successful career with the Organization.

Yours sincerely,
For Matrix ComSec Pvt. Ltd.

Ashish Shah

Ashish Shah

Manager - Human Resources

I accept the offer and shall join duties on June 2018

Signature of the candidate *Somya*

MATRIX COMSEC PVT. LTD.

Registered/Head Office: 394-GIDC, Makarpura, Vadodara-390 010, India; Ph: +91 265 2630555, Email: Inquiry@MatrixComSec.com • www.MatrixComSec.com
Manufacturing Unit: 15 & 19-GIDC, Waghodia, Dist. Vadodara-391 760, India; Ph: +91 2668 263172/73 • CIN: U72200GJ1998PTC034047

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MIT | Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Amazon_CSA_Intent to Offer

1 message

Mayank Jaiswal <mynkjswl.5@gmail.com>

Tue, Aug 28, 2018 at 2:12 PM

To: vssingh@admin.maepune.ac.in

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

From: **Jiddimani, Manjunath** <jiddimam@amazon.com>

Date: Sun, 10 Jun 2018 at 10:43

Subject: Amazon_CSA_Intent to Offer

To:

Cc: Jiddimani, Manjunath <jiddimam@amazon.com>

Hi,

Greetings from Amazon!

We have initiated your offer process and shortly background verification(BGV) team will reach out to you for the document submission and other formalities. Your date of joining with Amazon will be on **July 23rd, 2018** and work location will be Bangalore(Address given below). You will be receiving your offer letter on successful completion of background verification.

Work location Address:

Amazon Development Centre India Pvt.Ltd (Reach thro' Google Maps)

Taurus Bagmane Constellation Business Park (BCBP)

K.R. Puram - Marathalli Ring Road,

Mahadevpura, Bangalore - 560037

Request you to keep the below documents ready with you for the BGV process,

Identity Documents :Your Passport, Aadhaar card (Mandatory) , PAN card (Mandatory), family ration card, voter's ID card

Marks Cards : 10th , 12th , UG/PG (Mark sheets of all semesters obtained till date) and provisional marks

card

Bonafide certificate (Mandatory) : Bonafide certificate from university/college bearing roll Number/registration number; commencement of course; year of passing and degree earned along with concerned authority's wet signature and university/college stamp

Please let known for any further information/clarification on the same.

Thanks & Regards,

Manjunath Jiddimani

Campus Recruiter | University Programs

Global Talent Acquisition | **Amazon Internet Services Pvt. Ltd**

Landline: +91 80 67267145 | Mobile: +91 9739493927



Thanks & Regards,

Manjunath Jiddimani

Campus Recruiter - AWS India

Talent Acquisition | **Amazon Internet Services Pvt. Ltd**

Work Hard. Have Fun. Make History!!





Pernod Ricard India (P) Limited

November 16, 2017

To

Ms. Shivamri Jorgedale
MIT Academy of Engineering

Sub: Letter of Intent to employ

Dear Shivamri,

This letter is in reference to your candidature submitted in our company. We take pleasure in offering you the position of **Engineering Trainee** in our organization subject to your successful completion of your engineering graduation. We would require you to produce your original documents of academic achievements at the time of joining for verification. We would shortly provide you with an Offer Letter mentioning the initial place of posting and compensation. Your gross compensation including all benefits will be Rupees **Four Lakhs per annum** subject to income tax and statutory deductions.

Please sign your acceptance to indicate that you have accepted this offer from us. By accepting this offer you decide to withdraw from the campus recruitment process. We look forward to your joining the organization.

Yours sincerely,

Monotosh Das

General Manager – HR



vishwajit khade <jeet.khade123@gmail.com>

Accepted

2018-Mphasis Letter Of Intent

campushires <campushires@mphasis.com>

To: "jeet.khade123@gmail.com" <jeet.khade123@gmail.com>

Mon, Jan 22, 2018 at 4:15 PM

Ref.No- MPCTH2018-0331

Dear Vishwajit Dipakrao Khade

College Name:Maharashtra Academy of Engineering, Pune

Greetings from Mphasis!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of INR 2,50,000.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.

As you are currently in your last semester and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith letter of intent. It is contingent upon you:

1. Securing the required percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy** at Mangalore. Should you need any further information, write to campushires@mphasis.com.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2017-18 hires anytime between June 1, 2018 to April 30, 2019.

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Date: 22/11/2017

Dear Shubham Alok,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

S.No.	Amount	Details
1)	INR. 3,25,000 PA	Upon Successful Completion of KPIT Elective (If Applicable).

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

Shubham Alok

- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

Corporate Social Responsibility (CSR):

Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.

Few of our CSR Initiatives:

- Chhote Scientists
- Zero Garbage Drive
- Farm Ponds
- One Tree One Child Program
- School Kit Drive

The Dhoom Club:

Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously!

Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.**

Get ready to showcase your talent even at Work!



Documents to be produced at the time of joining:

Original & 2 sets of self-attested photo copies to be brought on the date of joining

1. PAN card
2. Copy of DOB (e.g. Driving license/PAN Card/Passport Copy/School Leaving Certificate/Birth Certificate etc.)
3. Permanent Address Proof
4. Bachelor's Degree along with Certificate and Mark sheets - 2 Copies
5. Master's Degree along with Certificate and Mark sheets - 2 Copies
6. Diploma along with Certificate and Mark sheets
7. Secondary and Higher Secondary certificates
8. Previous employer's relieving letter/experience certificate (If applicable)
9. Previous employer's appointment letter (If applicable)
10. Two Photographs (as per US visa specifications 50 x 50 mm, 80% face, white background)
11. Name Change Documents (If applicable)
12. Passport (is not currently a mandatory document as long as we have a photo id)

We welcome you to KPIT Technologies Ltd. and wish you a successful career with us.

Shubham Hoke



Terms and Conditions

Your appointment as a **Trainee** will be subject to the standard terms and conditions as below, as indicated in **Annexure A** and the Policies & Processes of the Company as prevailing from time to time.

1. You will also be required to sign an Employee/Trainee agreement of 2 years on the date of joining the Company (For some additional technology trainings, there will be a separate additional bond). In the event of breach of the terms of the agreement, you will be liable and responsible to forthwith pay on demand to the Company a sum of INR 2 Lakhs. The detailed terms and conditions are given in the agreement. You acknowledge that you are willing to sign the Employee/Trainee agreement at the time of joining.
2. The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.
3. You will be required to attend duties as and when required in any shift in existence or which may be started subsequently as per the requirement of the Organisation. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirement and the nature of your employment. On joining you would undergo a rigorous training program (formal training and on-the-job assignments) with us for a maximum period of one year from the date of joining. During this period you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company has the right to terminate your services with immediate effect without any notice or without any salary in lieu of.
4. Transferability/ Mobility: For fulfilling the Company's business needs from time to time, you may be transferred; assigned and/or deputed, at the discretion of the Company, to any other locations in India or abroad other than your location at the time of your appointment. You will be covered by the Policies, processes and the terms and conditions applicable at the place where you shall be posted / transferred / deputed.
5. The Company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between the Company & customer for you moving to customer's roll etc.
6. Throughout your employment with the Company, you should be medically fit and free from any disease. It will be open for the Company to require you to undergo such medical test as may be determined and in the event, the Company finds it unsuitable for you to be continued on medical grounds, the decision of the Company in that case shall be final and your service will be liable to be terminated.
7. The letter of offer is being issued to you on clear understanding that there is nothing on your past record which would have prevented the management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the Management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be terminated from the services of the company forthwith without any notice or without any salary in lieu of notice.
8. Please bring the documents as listed above (original and 1 set of photocopies) on your date of joining; The joining date and location will be communicated to you in due course and you shall join after the date of joining is duly communicated to you.
9. Conditional Offer:
 - o The offer is valid subject to:
 1. Passing of KPIT PACE Assessment (if applicable)
 - o Your joining in the organization is subject to:
 1. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
 2. Submission of all the relevant academic certificates / mark sheets

Shubham Aholé

In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the employment will end with immediate effect.

10. Extension in date of joining: Extension in date of joining would be granted on the basis on medical & emergency cases. Any request for extension in joining, should be consulted with the recruiter at least 3 days prior to the date of joining & need to be supported with medical documents. Providing extension is solely at the company decision.

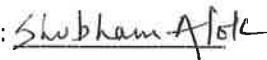
I accept the terms and conditions offered.

Name: Raghesh Nair

Name (Candidate): Shubham Alok

Signature: 

Date: 22/11/2017

Signature: 

Date: 24 / 11 / 2017

Place: MITAOE ALANDI

Education & Competency Development

CoDe

IT - 3 Building, 3rd Floor
Neopro Technologies Pvt. Ltd.
Blue Ridge SEZ Survey No. 154/6, Plot No. 2
Nr. Rajiv Gandhi Infotech Park, Phase I,
Hinjewadi, Pune - 411057

Please sign and return a copy of this letter, duly affixing your 'full signature' on the signature block above and 'initials' on the remaining pages along with the Annexure.

ANNEXURE A

1. You are required to maintain confidentiality about the Company's business affairs, techniques, processes, and management, which may come to your knowledge during your employment. The Company shall have Intellectual Property Rights over all products, techniques, processes, patents etc. that you may create or develop in the course of your training period with the Company.
2. You shall be accountable for all Company property and equipment entrusted to you and shall be required to surrender all such property including documents and manuals immediately after completing your training period.
3. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your interview.
4. Validity: The validity of the offer is subject to you fulfilling all the conditions applied in the recruitment process. This includes successful completion and passing of the PACE Assessment as well as the course in the first attempt (in case result awaited/If Applicable) while/post joining the Company.
5. Leave: You will be entitled to paid leave as per company policy
6. During your engagement with the Company, you shall not engage in any other service, profession or business
7. You will be governed by the Terms & Conditions, Policies & processes of the company as may be applicable from time to time.
8. Retirement: You will retire from services on reaching your 60th birthday as per the proof of age submitted by you on time of joining.
9. Letter of appointment: You will issued a letter of Appointment at the time of your joining after completing joining formalities.
10. Annual & Monthly Compensation Plan

Components	Amount (in INR)
Basic Salary	96,000
House Rent Allowance	48,000
Conveyance	19,200
Monthly Bonus	19,200
Employer's contribution to Provident Fund	11,520
India Allowance	36,500
Flexi Basket*	0
Additional Allowance	94,580
Fixed Compensation**	325,000
Total Target Compensation	325,000
Other Benefits*	9,318
Cost to Company	334,318

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

Components	Amount (in INR)
Hostel Allowance	0
Meal Allowance	0
Professional Development Reimbursement	0
Medical Allowance	0
Children's Education Allowance	0
Employer's contribution to NPS	0
Leave Travel Assistance	0
Flexi Basket*	0
Notional Provision for Statutory Gratuity**	4,618
Employer's contribution to Insurance Premium***	4,700
Employer's contribution to ESIC	0
Special Benefits	0
Other Benefits	9,318

Shubham Alok



*You have an option of restructuring your Flexi Basket components from 1st to 15th of the succeeding month of your joining, based on your tax planning (the amounts changed will be adjusted in the Additional Allowance). The amounts under flexi allowance are taxable in case of no supporting receipts or expense bills, except for Meal Allowance.

1 Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.

All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.

Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium.

Please do not hesitate to contact us for any queries on (email: Campus@kpit.com)

Shubham A. K.

18th December 2017

MORE SURAJ VASUDEV
Datta Nagar, Risod Road,
Lakhala, Washim- 444505,
Taluka- Washim District- Washim
Mobile : 9527957483
Email : svmore@it.mitaoe.ac.in

Dear Suraj,

Further to your application and our subsequent discussions with you, we are pleased to offer you the position of **Product Development Engineer** on the following terms and conditions:

1. **Remuneration:** Your gross annual Salary shall be Rs.2,40,000/- (Rupees Two Lakhs Forty Thousand Only).
2. **Location:** Your place of work shall be Pune. During the course of employment, you may have to travel to serve at any of the Company's other Projects in India.
3. **Date of Joining:** You shall join duty on 6th June 2018.
4. **Probation:** You shall be on probation for a period of six months from the date of your joining. During this period your performance will be reviewed and on completion of six months of satisfactory performance your services will be confirmed in writing.
5. **Company Policies:** You shall be governed by the company policies in practice and implemented from time to time. Access to such policies shall be made available to you on your joining.
6. **Pre appointment conditions:** This offer of employment is conditional on receipt of references which are satisfactory to us and of proof of relevant educational qualifications.

Please sign a copy of this offer letter as your acceptance. At the time of joining please bring photocopies of all testimonials, educational certificates, 2 recent passport size photographs, copy of relieving letter from your past employer and documentary evidence of the last drawn salary.

We take this opportunity to congratulate you on your selection and look forward to your joining our team.

With Best Wishes

For English Helper Education Technologies Pvt. Ltd.



(Usha Kumar)

Assistant Vice President, Customer & Business Operations

I have read the contents of this offer; and I agree and accept the terms and conditions of the offer.

Name & Signature:

Date: 27-12-17

Suraj Vasudev More


English Helper Education Technologies Private Limited

Suite # 323, Vikas Surya Shopping Mall, Mangalam Place, Sector-3, Rohini, New Delhi 110085 • INDIA
Tel.: 011-47085970; 27948218 • E-mail : info@englishhelper.com • Website : www.englishhelper.co.in

ANNEXURE
TOTAL COMPENSATION

NAME : MORE SURAJ VASUDEV
DESIGNATION : PRODUCT DEVELOPMENT ENGINEER
LOCATION : PUNE
TOTAL ANNUAL COMPENSATION (Rs) : 240,000.00

A: BREAK UP OF COMPENSATION

ELEMENT	TAX TREATMENT	MONTHLY SALARY (Rs)	ANNUAL SALARY (Rs)
BASE PAY	TAXABLE	11,000.00	132,000.00
HRA	PARTLY EXEMPT-IF SUPPORTED BY RENT RECEIPT, AS PER APPLICABLE RULES	5,500.00	66,000.00
CONVEYANCE ALLOWANCE	UPTO RS 19,200/- PER ANNUM EXEMPT FROM TAX	1,600.00	19,200.00
SPECIAL PAY	TAXABLE	382.00	4,584.00
COMPANY CONTRIBUTION TO PF	NON TAXABLE. A MATCHING AMOUNT WILL BE DEDUCTED FROM SALARY AS EMPLOYEE CONTRIBUTION	1,518.00	18,216.00
TOTAL		20,000.00	240,000.00

1/25/2018

E-Offer - Letter

Mandatory fields are marked with a red indicator.

Please carefully review the offer letter below. After you have read the letter, provide your response and electronic signature.

Offer Letter Body

MARVELL
MARVELL INDIA PVT LTD

CIN:U72100KA2000PTCO38218

Date: January 25, 2018

Gayatri Madhukar Bhamare
53-A, Ramrav dada Society,
Valvadi,
Dhule, Maharashtra 424002

Dear Gayatri,

Offer Letter ("Letter")

It is our pleasure to offer you the position of Engineer, Associate SQA with Marvell India Pte Ltd. ("the Company"), at a salary of **750,000.00 Indian Rupee (INR)** per year. Your supervisor will be LakshmiNarayanan Ramachandran. Please refer the Annexures for Compensation details and other terms of employment. Please note that you will be subject to income tax as per the applicable income tax regulations in India.

Date of Commencement

You will begin your employment with the Company on July 2, 2018 ("Commencement Date"). If you are unable to join the Company on the Commencement Date, the Company will have the option of rescinding this Offer.

Location

While your primary work location will be at the Company's office in India>Maharashtra>Pune>India - Pune, you may be transferred to any of the Company's other offices, client locations, third parties or branch offices, on deputation, secondment or transfer.

Timings

Your applicable timings of work would be as decided and notified to you by the Company, and by accepting this Letter you would be deemed to have given your consent to work in the aforesaid shift.

Probation and Notice

You will be on probation for a period of **6 (six) months** from the date of joining the Company, and will be confirmed in the Company's services if you perform satisfactorily during the probation period, as determined by the Company, at its sole discretion. Should you wish to leave the services of the Company during the probation period or after confirmation, you will have to provide a **2 (two) month** notice or salary in lieu of notice. During the probation period, the Company has the right to terminate you by providing one month written notice or payment in lieu thereof. After completion of your probation period, the Company can terminate you from the services by giving you two months' notice or salary in lieu of notice.

The notice period will mean 'working notice' i.e. leave enjoyed during the notice period will not be counted as part of notice and the notice period will be extended. The aim of this clause is to minimize unnecessary disruption of business. The Company reserves the right to terminate your employment on grounds of breach of policy, or misconduct, at any time, without notice.

You will receive a sign-on bonus in the amount of **Indian Rupee (INR) 50,000/-** which will be paid after thirty (30) days of your start date of hire. If, within twenty-four (24) months of your date of hire, you voluntarily terminate your employment with the Company or the Company terminates your employment for breach of Company policy or for performance related reasons, you will be required to repay the Company the amount of the sign-on bonus on a pro-rated basis. Any partial month remaining will be counted as one (1) full month for purposes of this calculation.

The Company will also provide you with relocation assistance of 50,000 Indian Rupee (INR).

You will be eligible to participate in the Company's Performance Rewards Program (PRP) with a target bonus of 5 % of your current base salary. The amount of your actual PRP bonus payment will be determined by the Company at its sole discretion based on a combination of company, business unit/group, and individual performance, and will be pro-rated according to your date of hire, pursuant to the PRP policy. You must be an active Company employee at the time of the bonus payout to be eligible for payment. It is clarified that the Company retains the right to modify, amend or terminate its plans and policies, including the PRP, from time to time, at its sole discretion. Any such modification or amendment will be communicated to you. It is also clarified that any payment of bonus or other compensation in one financial year, under any of the Company's plans and/or policies does not create a right to claim such compensation or bonus from the Company in the future.

Statutory Payments

The Company will make Gratuity and Provident Fund (PF) contributions and deductions as per applicable law.

Personal Information

The Company has, and will collect and process certain personal information in relation to your employment with the Company. You hereby understand, agree and consent to the collection, use, storage and processing of your personal information, including Sensitive Information, for the purpose of administering your employment with the Company. You also agree and consent to the transfer of your personal information and Sensitive Information to the Company's affiliates, parents, and third party service providers, for the purpose of administration of your employment, including but not limited to employment related benefits and records, as well as background verification.

For the purposes of this Letter, the term 'Sensitive Information' shall mean and include such personal

information that relates to the employee's password, physical, physiological and mental health condition, sexual orientation, medical records, financial information and biometric information. You hereby consent to the processing of your Personal Data in the manner described above, whether by the Company or any service provider on behalf of the Company.

Your employment with the Company will require you to be bound by all rules, regulations, policies and guidelines issued by the Company from time to time, in relation to, but not limited to personal and professional conduct, non-disclosure of confidential information and discipline.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance within 5 days time. You are also required to sign an agreement regarding confidential information and proprietary developments and return the same with your acceptance.

We are looking forward to your joining Marvell and are sure that you will have a rewarding career.

1/25/2018

For Marvell India Pvt. Ltd.

E-Offer - Letter

Offer Received date: 25/1/2018

Expected Date of Joining: 2/7/2018



Ashish Bhangay
Head - Human Resources

Accepted by:



REGD. OFF:

RN2 ECOWORLD, 3RD FLOOR, EAST WING
BUILDING 8A, MARATHA HALLI SARTAPUR DRR
BANGALORE - 560103, INDIA
PHONE 91-80-4664 6000 FAX 91-80-4664 6001

1FLOOR, MUTHA TOWERS
DON BOSCO MARG, PUNE 411006, INDIA
PHONE 91-20-4013 0000
FAX 91-20-4013 0100

WWW.MARVELL.COM

MARVELL®
MARVELL INDIA PVT LTD

ANNEXURE I

The Following outlines the Compensation and Benefits which you will receive in your position:

CANDIDATE NAME	Gayatri Madhukar Bhamare
BASIC	INR 375000/-
FBP * Components of FBP maybe HRA, LTA, and Medical.	INR 375000/-
SIGN-ON BONUS	INR 50,000/-
RELOCATION ASSISTANCE	INR 50,000/-
EMPLOYER'S CONTRIBUTION to PF	INR 45000/-
GRATUITY	As per Gratuity Act/-
TOTAL	INR 895000/-



Ashish Bhangay
Head - Human Resources

1/25/2018

E-Offer - Letter

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ANNEXURE II

Additional Benefits

The company will also provide you with the following benefits as per the Current Company Policy.
Please note that Company policy with respect to benefits and eligibility are subject to change in accordance with local laws and/or management discretion.

Insurance

- Medical Hospitalization cover for self, spouse, two children and parents.
- Personal Accident Insurance cover.
- Life Insurance cover.

Leave Benefits

- Annual / Privileged Leave, and Casual / Sick leave, to be taken by agreement with the Company, and as per the applicable Company Leave Policy.
- Apart from above, you will also be entitled for Maternity/Paternity Leave, Study leave, Marriage Leave, Bereavement Leave and Compensatory time off, as per the applicable Company Leave Policy.


Ashish Bhangay
Head - Human Resources

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MARVELL INDIA PVT LTD

ANNEXURE III

DOCUMENTS REQUIRED AT THE TIME OF JOINING

- ☒ Academic & Professional Certificates in Original to be presented to the company. The company may retain one set of photocopies for the records and return the Original certificates;
- ☒ If member of Provident Fund Scheme, the membership number;
- ☒ Clear Passport Copy;
- ☒ Two recent passport size photographs with white background

(Please note that you are expected to carry copies of all the above mentioned documents at the time of joining)

This letter is issued to verify the information and documents provided by the Employee. In the event the information provided is proved to be false/untrue, the Company reserves the right to immediately terminate the services of the Employee.


Ashish Bhangay
Head - Human Resources

Mandatory fields are marked with a red indicator.

✖Response

Accept the offer

ⓂElectronic Signature

✖Preferred Start Date

Jul 2, 2018

(90)

OK



PERSISTENT

Reference: Persistent/Campus/DA00107012/3.0

Confidential

26-Apr-2018

Mr. Shivam Shriwas**e-35, Shastri Nagar, near Indira Gandhi School, Pimpri, Pune-17 Pune PIN - 411017 MH-IND
Pune**

Dear Shivam,

Subject: Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position as **Software Engineer** at grade **3.0** with Persistent Systems Limited (Company).

Persistent has role based structure. All roles have been mapped in various career tracks. Accordingly, you are placed in **Generic** track. During your tenure with the company you are expected to perform a role as may be deemed fit by the organization and business needs. The company encourages employees to sharpen and enhance their competencies by providing various roles.

Your scheduled date of joining will be **29-Aug-2018**. However, in case of any change in the schedule, we will communicate the revised date of joining.

The terms and conditions of this offer for employment are:**A. Salary -**

Your Annual Cost To Company will be Rs. **4,13,000**. Your Annual Gross Salary will be Rs. **3,72,000**. A detailed break up of your salary is given in 'Annexure-A'.

a. Statutory Bonus / Ex-Gratia Payment

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.

- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.

- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect. If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will be eventually considered towards 'Ex-gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

b. CPB - Company Performance Bonus (as per the Company policy) -

This payment is part of your annual gross salary. Some part of CPB will be paid to you on a Monthly basis and remaining will be paid at the end of the financial year on the basis of Annual Performance of the Company.

c. Performance Pay:

Performance Pay component mentioned in the salary break-up sheet will be paid as follows

- 100% of the amount will be paid on a monthly basis.

- If you are put on Performance Improvement Plan (PIP) or equivalent plan resulting out of 'on the job' observation of below expectation performance, company reserves the right to withhold this amount till you successfully complete the PIP. In case your PIP commences in a month and stretches over the next month then the Performance Pay shall be proportionately paid to you for each month for the period you were not under the PIP.

- If you are found to be not in compliance with various internal policies / guidelines / requirements within the timelines specified in the respective policies / guidelines / requirements, company reserves the right to withhold this amount every month you remain non-compliant. Such deducted performance pay would be returned to you once you are found to be in compliance, in all respects.





PERSISTENT

B. Additional Terms

1. Acceptance of Offer

- a. The offer is valid till the date of joining decided by the Company.
- b. Please send us your acceptance of the offer on or before **16-May-2018**.
- c. This offer for employment is subject to you passing your graduation/post-graduation without keeping any backlogs. You will ensure to update the Company about exam results.
- d. Upon acceptance of this offer letter, your employment with the Company will be effective from the date of your joining the Company.
- e. As per the business requirement, kindly take the following actions:
 - i. Fill the Background Check Form attached as 'Annexure C' and submit the filled form along with necessary documents to the HR person at the time of joining
 - ii. Register with National Skills Registry (NSR an Initiative by NASSCOM) within the time line stipulated by the Company

The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this offer letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.

In case of your failure to take necessary steps as mentioned in point 1(f) above, within the specified timeline or in case the information, particulars and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate or untruthful, in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including termination of your employment without any obligations or without any notice period or compensation.

Further, you allow the Company to provide your personal information (a) for internal business requirements (b) for applicable legal compliance in or outside India (c) as may be required by Company's customers as a part of the engagement between Persistent and customer e.g. sharing of profiles etc. (d) if required by court or government authorities.

2. Work Location

At the time of joining you will be posted at Pune office. However, your services can be transferred to any of the Persistent group of Companies, other establishments of the Company, at Company's customer site or at partner's location anywhere in India or abroad subject to Company policies and business requirements from time to time.

3. Increments and Promotion

Your growth in the Company and increments in the salary will depend solely on your performance and contribution to the Company. The increments and salary revision will be driven as per the Performance Management Policy of the Company. You should be employed with the Company for a period of minimum six months, before being considered eligible for any salary review.

4. Probationary Period

You will be on probation for a period of six months, from the date of joining. Upon satisfactory performance during the probation period, your employment will be deemed confirmed unless otherwise communicated to you in writing.

In addition to your performance during the probationary period, confirmation of your employment is subject to your submitting the requisite documents as required at the time of you joining the Company.



PERSISTENT

5. Recovery of Expenses

Any expenses incurred by the Company for your recruitment such as your relocation, accommodation, joining bonus, MPC bonus reimbursement of short fall of notice period if any, etc. would be recovered from you if you voluntarily resign from the services of the Company within twelve months from your date of joining.

6. Notice Period

During probation, your employment can be terminated with thirty days' notice or payment of 'Basic Salary' (the 'Basic Salary' that is mentioned in the salary break-up sheet) in lieu of the notice period on either side.

After completion of probationary period and confirmation of employment, if you voluntarily resign from the services of the Company, you will be required to give sixty days' advance written notice or 'Basic Salary' in lieu of the notice period subject to the Company's discretion. In the event of you having any incomplete work assignment, the Company will have the discretion to relieve you only at the end of the sixty days' notice period. Similarly, the Company may terminate your employment by giving you sixty days' notice or 'Basic Salary' in lieu of notice period.

The Company can terminate your service without any notice period and without paying the salary in lieu of notice period, in case your employment is terminated on the grounds of

- (i) Breach of confidentiality or IP related obligations
- (ii) Violation of law
- (iii) Gross misconduct
- (iv) Material breach of Company policy, on your part. In such event, the Company will not be liable to make payment in lieu of notice period.

In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

7. Mediclaim Insurance Policy

Mediclaim Insurance policy is a family floater policy and the maximum sum assured is Rs.2.5 Lakhs per year. Employees are requested to view the policy terms and conditions on Persistent intranet post joining.

8. Retirement

You shall retire on the day of completion of sixty years of age. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the time of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Rules and Regulations

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. During the continuance of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

Also, the Chart of Authority and Disbursement is published on our Intranet (as applicable). You may go through the same, once you join the organization.

10. Invention Assignment and Confidentiality Undertaking

The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between you and the Company, and should be treated as such.

As part of the joining process, you will be required to sign 'Invention assignment and confidentiality undertaking'.

11. Code of Conduct

As part of the joining process, you will be required to sign 'Code of Conduct'.

12. Working Days

Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other off day. Staff of Support Departments may be required to work on Saturdays. The normal working hours are forty five hours/week, Monday through Friday.

The standard working hours of the Company is 9.00 a.m. to 6.00 p.m. Certain projects including projects requiring 24 X 7 support, may require an employee to work outside standard working hours as per the requirement of the business. In case you are assigned to such project, you may be required to work in shifts, as informed by your manager from time to time.

13. Information and Security

The role assigned during your employment with the Company includes the Information Security responsibilities as required by organization and customer. This includes adhering, maintaining information security artifacts as required by Information Security Policy of the organization and customer.

During your employment with the Company, you shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third party intellectual property rights. If you disclose any such information, you shall be solely liable at your own cost and you agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.

14. Skills assessment and evaluation

Employees need to undergo training and skill up-gradation programs from time to time. Successful completion of evaluations associated with the training program is mandatory. Should you fail to clear the evaluation; the Company will have the right to take appropriate action including termination of your services with or without notice.

15. No Conflict

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with (i) any other agreement that you may have entered into or (ii) any obligation that you may be bound to.

16. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.



PERSISTENT

17. Transit Accommodation

If you need transit accommodation, it can be provided to you, in case you are joining from outstation to the work location. The accommodation will be for a period of maximum seven days from a day prior to your joining date. For availing this, you need to send an email request to Atul Shenoy at atul_shenoy@persistent.com one week prior to your joining date.

18. Joining Formalities

Kindly contact Bhagyashree Kulkarni (Ph.No.- +91-20-66965181) on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

Persistent Systems Limited

Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.

To facilitate further planning before joining the Company, please email a copy of your resume to campus@persistent.com if e-copy is not submitted earlier.

Please find the details of documents/information required at the time of joining, in (Annexure C).

As token of your acceptance of this offer, kindly send an email confirmation to campus@persistent.co.in. Also, on the day of your joining, kindly sign and handover copy of this letter to **Atul Shenoy** at atul_shenoy@persistent.com, 91-20-67030437.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely,

For Persistent Systems Limited

Padmini Giri

Padmini Giri

Head - Talent Acquisition

Annexure to and forming part of this letter:

- i. Salary Breakup Sheet (Annexure A)
- ii. Documents Required on the day of joining (Annexure B)



PERSISTENT

Acceptance of the offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this Appointment letter as a token of my having accepted employment with the Company and the terms and conditions set out in this letter.

Also I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process.

I will join the Company on _____ (DD-MMM-YYYY).

Date:

Signature:



PERSISTENT



PERSISTENT

SALARY BREAK-UP SHEET

Date: 26-Apr-2018
Name: Shivam Shriwas

Grade: 3.0

Location: Pune
Designation: Software Engineer

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		10,000
2	House Rent Allowance	50%	5,000
3	Company contribution to E.P.F./Special Pay I	12%	1,200
4	Superannuation fund/Special Pay II	15%	1,500
5	National Pension Scheme/Special Pay III	10%	1,000
6	Leave Travel Assistance	10%	1,000
7	Performance Pay	10%	1,000
8	Medical Reimbursement Allowance		1,250
9	Commuting Allowance		1,600
10	Statutory Bonus/Ex-gratia	20%	2,000
11	Upkeep Pay		1,950
Total to be paid monthly (M)			27,500
Total for the year [M * 12] [A]			3,30,000
II	Variable Components		
1	Company Performance Bonus[CPB] Per Month [M]		3,100
	Total CPB 10% of Annual Gross Salary [B]		37,200
III	Annual Component		
1	Provision for your gratuity [C]	4%	4,800
Annual Gross Salary [A + B + C]			3,72,000
IV	Special Components		
	Insurance* and Food** [D]		41,000
Cost To Company (CTC) [A + B + C + D]			4,13,000

For Persistent Systems Limited

Padmini Giri

Padmini Giri
Head - Talent Acquisition



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Annexure – A

In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits , as applicable/ as per company policy

- Leaves
 - Privileged Leaves - 21 Days
 - Maternity Leave (ML) - As statutory requirement
 - Paternity Leave (PL) - 5 Days
 - Child Adoption Leave (CAL) - 10 Days
 - Study Leave (STL)
 - Long leave
 - Compensatory-Off
- Paid Holidays
- Employee Deposit Linked Insurance Policy
- Long Service Award
- Company sponsored Higher Education / certifications
- Night Shift Allowance
- Reward and Recognition
- Employee Engagement activities
- Project Party
- Flexi working hours
- Annual Health Check-up

Following facilities are available at certain locations

- Subsidized Transportation Facility
- Gymnasium Facility
- In-house Sports Facility
- Doctor on premises

****Food**

- Lunch, Snacks

*** Insurance Policy**

- Group Term Life Insurance
- Personal Accident
- Mediclaim Hospitalization (Self, Spouse, 2 children and Parents)

"Food and Insurance" is a benefit being extended to the employees and cannot be paid in cash, under any circumstances.



PERSISTENT

Annexure - B

Guidelines for Joining Process

As a part of your joining process, you will receive an email from Persistent. This email will contain a link of the **Pre Joining Portal**. Pre-joining portal is system where you are required to complete following activities **before joining**.

1) System Entries

You are requested to enter your details in Pre Joining portal. Some details, which we received during selection process, are already entered in the system. You are requested to go through the details. Please complete the process by entering all details in portal.

Details which are required to be entered in system are as below

1. Personal Details
2. Address Details
3. Family Details
4. Education Details
5. Previous Employer Details
6. Language Details

Please note that your joining form and Background Verification form will be generated based on the above mentioned details. These are Key details without which the forms cannot be generated. Hence you are requested to please complete all details. In case of queries, you can carry relevant documents on day of joining and after clarification, you can complete the details.

2) Upload Documents

You are requested to upload all relevant documents in Pre Joining Portal. Please use appropriate type of the documents and save. **Please upload documents in PDF format only.**

Valid documents for each category are:

- a) Identity proof: Any one of the below
 - a. Passport
 - b. Voter's card
 - c. Driving License
- b) Current and Permanent Address proof – Any one of the below
 - a. Electricity bill
 - b. Telephone bills
 - c. Ration card
 - d. Corporation tax receipt
 - e. Copy of Index 2
- c) Date of Birth Proof – Any one of the below
 - a. Birth Certificate
 - b. School leaving certificate
 - c. 10th pass Certificate
 - d. notarized copy of date of birth proof

- d) Educational Information: All documents (as applicable)
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. Diploma (if applicable) :Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - d. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable) : Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- e) Professional Information: (As applicable)
 - a. Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - b. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
 - c. Latest Salary Slips for the last two months from your previous employer
- f) Marriage Certificate (in case of name change for women employees)
- g) Pan Card (Mandatory)

If you do not receive the link for the pre joining portal or you face any problem while uploading documents, please keep soft copy of the documents available in your personal email account. Necessary access will be provided to you on day of joining to upload documents.



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

OFFER OF EMPLOYMENT

22nd December, 2017

To,
Deepak Rajesh Vazer
C-Block 4/11, Vaishnav Devi Mandir Road,
Near Sanjay Library,
Pimpri, Pune - 411017

Position offered: Trainee Programmer

Hi Deepak,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

1 Deepak Vazer - BE - Computer



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

Compensation Details:

Your annual CTC will be ₹ 3,00,000 /- (Rupees Three Lacs only) P.A. TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	1,38,000.00	11,500.00
HRA	55,200.00	4,600.00
Transport Allowance	27,600.00	2,300.00
Special Allowance	11,040.00	920.00
Medical Allowance	27,600.00	2,300.00
Gross	2,59,440.00	21,620.00
Bonus	24,000.00	0.00
Company contribution to PF	16,560.00	1,380.00
CTC	3,00,000.00	23,000.00

*Bonus will be paid proportionately during 2019 Diwali.

Your employment will be effective from 4th September 2018. However, this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,

Sheetal Chhugani
Manager HR

92

Mech

OK



KIRLOSKAR PNEUMATIC COMPANY LIMITED

A Kirloskar Group Company

KPCL/ HR/ GET 18

Enriching Lives

Date: 9/2/18

To: The Training & Placement Officer
Name of College:
City:

SELECTION OF GRADUATE ENGINEER TRAINEES FOR 2018 BATCH

Dear Sir/ Madam,

This is to inform you that the following candidates of your institute have been placed on select list for joining Kirloskar Pneumatic Company Limited on 01 Aug 2018, as a Graduate Engineer Trainee (GET).

ID NO	NAME	BRANCH	LOCATION
②	Noor Khan	Mech	

This offer is subject to these candidates being declared medically fit all the time.

Yours Sincerely

For Kirloskar Pneumatic Co. Ltd

(J.Y. Purandare)

(S. Chauhan)

salary offered - 3.6 Lakh.



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Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Indus Software Technologies : Campus selections

1 message

Fri, Feb 22, 2019 at 2:47 PM

Anil Kumar <anilpacha@gmail.com>
To: Vikas Singh <vssingh@admin.maepune.ac.in>
Cc: roy mathew <mitaoeroy@gmail.com>

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

From: Anil Kumar <anilpacha@gmail.com>
Date: Mon, Feb 26, 2018 at 12:09 PM
Subject: Indus Software Technologies : Campus selections
To: roy mathew <mitaoeroy@gmail.com>
Cc: <principal@maepune.ac.in>

Dear Sir,

Indus Software Technologies Pvt. Ltd. has selected the following MITAOE students from the campus recruitment process conducted at MIT:

Sr. no.	First Name	Middle Name	Last Name	College Name	Degree	Branch
1	Bhavna	Dattatraya	Gaikwad	MITAOE	BE	COMPUTER
2	Rameshwari	Sharad	Patil	MITAOE	BE	COMPUTER
3	Sushama	Chhaban	Rithe	MITAOE	BE	COMPUTER
4	ROHIT	SANJAY	PATIL	MITAOE	BE	IT

Forwarding herewith the formal mail confirmation received from the company in this regard..

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Amit Agadkar <amit.agadkar@indussoft.com>
Date: Sat, Feb 24, 2018 at 3:00 PM
Subject: RE: MIT Group Pune: List of interested & eligible students for Indus Software Campus drive
To: Director IAC <director.iac@mitpune.edu.in>

Hi Hemant,

94

MIT | Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Indus Software Technologies : Campus selections

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Hi Hemant,

95



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Subject: RE: MIT Group Pune: List of interested & eligible students for Indus Software Campus drive
To: Director IAC <director.iac@mitpune.edu.in>

Hi Hemant,

Below are the selected candidates:

First Name	Middle Name	Last Name
Aishwaryall Adesh Shah		
Vyakhya	Laxman sridhar rao	Rao
ROHIT	SANJAY	PATIL
Sushama	Chhaban	Rithe
Vedanti	Vaibhav	Patil
Pragati	Pradeep	Patil
Vedika	Vitthalrao Harishchandra Kolpuke	Kolpuke
Bhavna	Dattatraya	Gaikwad
Rameshwari	Sharad	Patil

Regards,

Amit



Indus Software Technologies Private Limited.

Amit Agadkar

Assistant Manager – Human Resources

08th March 2018

Confidential

Mukund Kumar

Re: Offer of Employment

Dear Mukund,

We are pleased to offer you employment on a full-time basis with IDmission Solutions Private Limited (the "**Company**") in the position of **Trainee Engineer** at the Company's office at Pune. You will be required to perform such duties as are required to be performed in such position and as may be required by the Company from time to time. To the extent you accept our offer, your date of joining shall be 2nd July 2018.

Your employment shall be subject to a training period of six (6) months which period shall commence from the date of your joining the Company. The Company may choose to reduce or extend such training period to the extent it deems fit.

Your initial stipend during the training period will be Rs. 20,000/- per month and post the training period the salary will be revised to 4,00,000/- per annum which is inclusive of the statutory benefits, contributions and tax to be deducted at source by the Company.

The terms and conditions of your employment are provided at **Annexure A**. In addition, your employment shall be subject to the Company's personnel policies and procedures (including as provided in the Employee Handbook) as they may be interpreted, adopted, revised or deleted from time to time in the Company's sole discretion. You may be eligible to participate on the same basis as similarly situated employees in the Company's benefit plans in effect from time to time during your employment. All matters of eligibility for coverage or benefits under any benefit plan shall be determined in accordance with the provisions of such plans. The Company reserves the right to change, alter, or terminate any benefit plan in its sole discretion.

- This offer is contingent on: (a) your executing a Proprietary Information and Inventions Agreement with the Company and (b) your satisfying the eligibility requirements for employment in India.

This offer is also contingent upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Further this offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to



withdraw this offer of employment (or terminate your employment, as the case may be) without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Company.

Upon acceptance of our offer, you will also be required to provide the Company with the following documentation:

1. Copy of your most recent passport or Driver's License
2. Copy of relevant educational certificates
3. Last drawn payslip (if applicable)
4. Existing provident fund account number, if any
5. Permanent Account Number (PAN)
6. 2 recent passport-sized photographs

Please indicate your acceptance of this offer by signing this letter at the space provided below. Please note that this offer is valid for a period of [30] days from the date of this offer letter. The offer shall lapse automatically (without any obligation or liability on the Company) unless you confirm your acceptance of it, by signing the letter and return the original signed documents to us.

You will need to clear all subjects of your educational program before joining company. On any account of non compliance this offer will stand as cancelled.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants) without our prior written consent.

We are certain that you will find a career with the Company to be both challenging and rewarding. We look forward to your becoming a member of our team. In case you have any questions, please feel free to get in touch with us.

Sincerely,

FOR IDMISSION SOLUTIONS PRIVATE LIMITED

Authorized Signatory

ACCEPTANCE: I hereby accept the terms and conditions of this offer for employment with IDmission Solutions Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.



(Signature)

Name: Mukund Kumar

Date: 09/03/2018

ANNEXURE A

Terms and Conditions of Employment

1. You may be eligible for such allowances and benefits as may be applicable to you under the Company's rules for the time being in force. Advances against salary, allowances or benefits will not generally be made. Increments and promotions are on the basis of merit and will be at the sole discretion of the Company.
2. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
3. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
4. Your behavior and actions will be governed by the Company's policies and the Code of Conduct as may be adopted by the Company from time to time.
5. You will abide by the staff rules, regulations and policies applicable to you which are in force for the time being, or may be framed from time to time.
6. You will observe the timings applicable to the location, where you are posted. Depending on the requirements of business you may be required to work six days a week without any additional compensation.
7. You will be liable to be transferred to any department, office or establishment forming part of the Company or to any of our associates in India/abroad.
8. You will not, without our previous written permission, carry on any business, or enter for any part of your time, in any capacity the services of, or be employed with any other firm, company or person. You will devote whole of your whole time and attention to your duties to promote the interests of the Company.
9. If, at any time in our opinion, which is final in this matter, you are insolvent or found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.
10. You will be responsible for the safe-keeping and return, in good condition and order, of all our property, which may be in your use, custody or charge.

11. You will keep us informed of any change in your residential address or civil status.
12. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your service.
13. Your employment may be terminated at any time by either side, upon giving such prior written notice of one (1) month. The Company reserves the right to pay basic salary in lieu of such notice. In the event you serve your resignation to the Company, the Company shall have the option to waive the notice period partly or fully without paying you any salary or compensation for the notice period so waived by the Company and also to decide whether the notice period shall run concurrently with the period of any leave which may be due or may be granted to you. In case you leave our employment without notice, we shall have the right to deduct as liquidated damages an amount equivalent to the notice period consolidated salary from any money or monies that may be due to you. The Company also reserves the right to put you under garden leave during any notice period.

Your salary will be as per the following details:

Basic	10000
HRA	4000
Conveyance	1600
Medical Allow	1250
Child Edu allow	200
LTA	1000
Spe Allow	1950
TOTAL Monthly Salary	20000

08th March 2018

Confidential

Kiran Ramesh Nikas

Re: Offer of Employment

Dear Kiran,

We are pleased to offer you employment on a full-time basis with IDmission Solutions Private Limited (the "**Company**") in the position of **Trainee Engineer** at the Company's office at Pune. You will be required to perform such duties as are required to be performed in such position and as may be required by the Company from time to time. To the extent you accept our offer, your date of joining shall be 2nd July 2018.

Your employment shall be subject to a training period of six (6) months which period shall commence from the date of your joining the Company. The Company may choose to reduce or extend such training period to the extent it deems fit.

Your initial stipend during the training period will be Rs. 20,000/- per month and post the training period the salary will be revised to 4,00,000/- per annum which is inclusive of the statutory benefits, contributions and tax to be deducted at source by the Company.

The terms and conditions of your employment are provided at **Annexure A**. In addition, your employment shall be subject to the Company's personnel policies and procedures (including as provided in the Employee Handbook) as they may be interpreted, adopted, revised or deleted from time to time in the Company's sole discretion. You may be eligible to participate on the same basis as similarly situated employees in the Company's benefit plans in effect from time to time during your employment. All matters of eligibility for coverage or benefits under any benefit plan shall be determined in accordance with the provisions of such plans. The Company reserves the right to change, alter, or terminate any benefit plan in its sole discretion.

This offer is contingent on: (a) your executing a Proprietary Information and Inventions Agreement with the Company and (b) your satisfying the eligibility requirements for employment in India.

This offer is also contingent upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Further this offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to

withdraw this offer of employment (or terminate your employment, as the case may be) without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Company.

Upon acceptance of our offer, you will also be required to provide the Company with the following documentation:

1. Copy of your most recent passport or Driver's License
2. Copy of relevant educational certificates
3. Last drawn payslip (if applicable)
4. Existing provident fund account number, if any
5. Permanent Account Number (PAN)
6. 2 recent passport-sized photographs

Please indicate your acceptance of this offer by signing this letter at the space provided below. Please note that this offer is valid for a period of [30] days from the date of this offer letter. The offer shall lapse automatically (without any obligation or liability on the Company) unless you confirm your acceptance of it, by signing the letter and return the original signed documents to us.

You will need to clear all subjects of your educational program before joining company. On any account of non compliance this offer will stand as cancelled.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants) without our prior written consent.

We are certain that you will find a career with the Company to be both challenging and rewarding. We look forward to your becoming a member of our team. In case you have any questions, please feel free to get in touch with us.

Sincerely,

FOR IDMISSION SOLUTIONS PRIVATE LIMITED

Authorized Signatory

ACCEPTANCE: I hereby accept the terms and conditions of this offer for employment with IDmission Solutions Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

(Signature)

Name: Kiran Ramesh Nikas

Date: _____

ANNEXURE A

Terms and Conditions of Employment

1. You may be eligible for such allowances and benefits as may be applicable to you under the Company's rules for the time being in force. Advances against salary, allowances or benefits will not generally be made. Increments and promotions are on the basis of merit and will be at the sole discretion of the Company.
2. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
3. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
4. Your behavior and actions will be governed by the Company's policies and the Code of Conduct as may be adopted by the Company from time to time.
5. You will abide by the staff rules, regulations and policies applicable to you which are in force for the time being, or may be framed from time to time.
6. You will observe the timings applicable to the location, where you are posted. Depending on the requirements of business you may be required to work six days a week without any additional compensation.
7. You will be liable to be transferred to any department, office or establishment forming part of the Company or to any of our associates in India/abroad.
8. You will not, without our previous written permission, carry on any business, or enter for any part of your time, in any capacity the services of, or be employed with any other firm, company or person. You will devote whole of your whole time and attention to your duties to promote the interests of the Company.
9. If, at any time in our opinion, which is final in this matter, you are insolvent or found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.
10. You will be responsible for the safe-keeping and return, in good condition and order, of all our property, which may be in your use, custody or charge.

11. You will keep us informed of any change in your residential address or civil status.
12. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your service.
13. Your employment may be terminated at any time by either side, upon giving such prior written notice of one (1) month. The Company reserves the right to pay basic salary in lieu of such notice. In the event you serve your resignation to the Company, the Company shall have the option to waive the notice period partly or fully without paying you any salary or compensation for the notice period so waived by the Company and also to decide whether the notice period shall run concurrently with the period of any leave which may be due or may be granted to you. In case you leave our employment without notice, we shall have the right to deduct as liquidated damages an amount equivalent to the notice period consolidated salary from any money or monies that may be due to you. The Company also reserves the right to put you under garden leave during any notice period.

Your salary will be as per the following details:

Basic	10000
HRA	4000
Conveyance	1600
Medical Allow	1250
Child Edu allow	200
LTA	1000
Spe Allow	1950
TOTAL Monthly Salary	20000

Date: 05/03/2018

Dear Ajit Kumar,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

S.No.	Amount	Details
1)	INR. 3,25,000 PA	Upon Successful Completion of KPIT Elective (If Applicable).

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

Ajit Kumar



Terms and Conditions

Your appointment as a **Trainee** will be subject to the standard terms and conditions as below, as indicated in **Annexure A** and the Policies & Processes of the Company as prevailing from time to time.

1. You will also be required to sign an Employee/Trainee agreement of 2 years on the date of joining the Company (For some additional technology trainings, there will be a separate additional bond). In the event of breach of the terms of the agreement, you will be liable and responsible to forthwith pay on demand to the Company a sum of INR 2 Lakhs. The detailed terms and conditions are given in the agreement. You acknowledge that you are willing to sign the Employee/Trainee agreement at the time of joining.
2. The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.
3. You will be required to attend duties as and when required in any shift in existence or which may be started subsequently as per the requirement of the Organisation. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirement and the nature of your employment. On joining you would undergo a rigorous training program (formal training and on-the-job assignments) with us for a maximum period of one year from the date of joining. During this period you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company has the right to terminate your services with immediate effect without any notice or without any salary in lieu of.
4. Transferability/ Mobility: For fulfilling the Company's business needs from time to time, you may be transferred; assigned and/or deputed, at the discretion of the Company, to any other locations in India or abroad other than your location at the time of your appointment. You will be covered by the Policies, processes and the terms and conditions applicable at the place where you shall be posted / transferred / deputed.
5. The Company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between the Company & customer for you moving to customer's roll etc.
6. Throughout your employment with the Company, you should be medically fit and free from any disease. It will be open for the Company to require you to undergo such medical test as may be determined and in the event, the Company finds it unsuitable for you to be continued on medical grounds, the decision of the Company in that case shall be final and your service will be liable to be terminated.
7. The letter of offer is being issued to you on clear understanding that there is nothing on your past record which would have prevented the management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the Management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be terminated from the services of the company forthwith without any notice or without any salary in lieu of notice.
8. Please bring the documents as listed above (original and 1 set of photocopies) on your date of joining: The joining date and location will be communicated to you in due course and you shall join after the date of joining is duly communicated to you.
9. Conditional Offer:
 - The offer is valid subject to:
 1. Passing of KPIT PACE Assessment (if applicable)
 - Your joining in the organization is subject to:
 1. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
 2. Submission of all the relevant academic certificates / mark sheets

Components	Amount (in INR)
Basic Salary	96,000
House Rent Allowance	48,000
Conveyance	19,200
Monthly Bonus	19,200
Employer's contribution to Provident Fund	11,520
India Allowance	36,500
Flexi Basket*	0
Additional Allowance	94,580
Fixed Compensation**	325,000
Total Target Compensation	325,000
Other Benefits*	9,318
Cost to Company	334,318

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

Components	Amount (in INR)
Hostel Allowance	0
Meal Allowance	0
Professional Development Reimbursement	0
Medical Allowance	0
Children's Education Allowance	0
Employer's contribution to NPS	0
Leave Travel Assistance	0
Flexi Basket*	0
Notional Provision for Statutory Gratuity**	4,618
Employer's contribution to Insurance Premium***	4,700
Employer's contribution to ESIC	0
Special Benefits	0
Other Benefits	9,318



Vikas Singh <vssingh@admin.maepune.ac.in>

CN water results

1 message

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Mon, Mar 19, 2018 at 11:17 AM

Venkatesh Tuksi is selected.

All the best !!!!

Campus - Letter Of Intent

March 20, 2018

Dear Yash Agiwal,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

I. Your designation would be **Project Engineer**, belonging to career band **Team Rainbow (TRB-II)**.

II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of **Rs. 18000/-** per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.

III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to twelve months post completion of the Training period. The agreement requires you to reimburse **Rs 75000** to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount (INR)
Basic	9340
HRA	4700
Commutation	2500
Wipro Benefit Plan	6561
Total Fixed Cash	23101
PF	1130
Gratuity	496
Total Fixed Compensation	24727
QPLC	1340
Medical	600
Target CTC	26667
Total Annual Gross	320004

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing

Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

- a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross therefore will be as indicated in the table below:

b.	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	27500	330000
Performance Category - 2	26667	320000

V. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:

- Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- Medical assistance of **Rs. 15,000** per annum
- Medical Insurance Coverage up to **Rs. 2 lacs** per annum

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you. Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

Please login to Synergy Candidate Desktop and accept the LOI.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,
For **Wipro Limited**

Sunil Kalachar
General Manager - Global Campus Head

Campus - Letter Of Intent

March 20, 2018

Dear Kalyani Patil,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

I. Your designation would be **Project Engineer**, belonging to career band **Team Rainbow (TRB-II)**.

II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of **Rs. 18000/-** per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.

III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to twelve months post completion of the Training period. The agreement requires you to reimburse **Rs 75000** to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

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Basic	9340
HRA	4700
Commutation	2500
Wipro Benefit Plan	6561
Total Fixed Cash	23101
PF	1130
Gratuity	496
Total Fixed Compensation	24727
QPLC	1340
Medical	600
Target CTC	26667
Total Annual Gross	320004

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. The redesigned program provides a greater opportunity for your skill development



~~103~~

OK
103

Letter of Intent - Abhishek Singh - Ref. No.: 7506801

1 message

<careers@wipro.com>

To: abhishekrjput220@gmail.com

Cc: manager.campus@wipro.com

Tue, 20 Mar 2018 at 22:09

Campus - Letter Of Intent

March 20, 2018

Dear Abhishek Singh,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be **Project Engineer**, belonging to career band **Team Rainbow (TRB-II)**.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of **Rs. 18000/-** per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to twelve months post completion of the Training period. The agreement requires you to reimburse **Rs 75000** to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

Component	Amount (INR)
Basic	9340
HRA	4700
Commutation	2500
Wipro Benefit Plan	6561
Total Fixed Cash	23101
PF	1130
Gratuity	496
Total Fixed Compensation	24727
QPLC	1340
Medical	600
Target CTC	26667
Total Annual Gross	320004

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross

therefore will be as indicated in the table below:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	27500	330000
Performance Category - 2	26667	320000

V. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:

- Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- Medical assistance of **Rs. 15,000** per annum
- Medical Insurance Coverage up to **Rs. 2 lacs** per annum

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you. Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

Please login to Synergy Candidate Desktop and accept the LOI.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,
For **Wipro Limited**

Sunil Kalachar
General Manager - Global Campus Head

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20th August 2018
Ref: MobileID/Pune/HR/Appointment/2008107

Left and Right mind.

Monica Somvanshi
C/o Shinde Building,
Phule nagar, Bhosari,
Pune 411039.

OFFER

With reference to the interview you had with us, we have pleasure in offering you the contract for placement in our organization, on the following terms and conditions:

TRAINING

You will join our Company as "Trainee - Software Development" in Grade TR-1. Initial training period will be 6 months from the date of joining. During the training period, Company will put in its best efforts to provide individual and group assignments, coaching and mentoring; however, it is expected that you will put in extra efforts beyond normal office hours to achieve desired level of expertise and productivity and proficiency. To assess your progress, and in line with Company's training syllabus; periodic evaluations and competitive tests will be conducted. You will also get an opportunity to test your acquired skills sets on live project assignments under supervision and receive performance feedback and guidance for further improvement.

Please note that training syllabus is organized in weekly/monthly modules. For each such module, you will have to undergo competitive tests. Continuation of your training to each succeeding module shall be subject to your score at such qualifying test(s) and fulfilment of other pre-requisites as per Company's policy and performance standards.

During training period(s), you will be eligible to receive a consolidated stipend of Rs. 17,255 per month, subject to employment related statutory regulations and any tax deductions that may be applicable to your category.

Upon successful completion of training you will be subjected to 6 months probation and subject to satisfactory performance during and at the end of probation, your appointment will be confirmed in writing.

PLACE OF WORK

You will be based in our Pune Office situated at Business Bay, ground floor, Wellesley road, Near RTO/Sangam Bridge, 46, Dr Ambedkar Road, Pune 411001.

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

Registered Office : D -502 Kalptaru Regency Phase -II, Road No 10, Kalyaninagar, Pune 411006 INDIA * CIN: U72900PN2014PTC150599 Development Centre: Business Bay, ground floor, Plot No: 84, Wellesley Road, Pune 411001, INDIA

You are subject to deployment or transfer to any area of operations of the Company including its subsidiary and associate companies and/ or to perform your duties at client premises as may be required from time to time.

You may be transferred to any of the Company's establishments anywhere in India or abroad, as and when required by the Company and will adhere to all rules, regulations and service conditions as may be applicable to the respective establishment /place of work assigned to you.

MEDICAL FITNESS

Your appointment is subject to your being found medically fit by the Company designated Doctor. However, you are advised to get medical check up done, on your own, before joining the Company, and bring relevant medical fitness reports along with you to complete joining formalities. The standard check list for pre-employment medical fitness tests is attached for your guidance.

TERMINATION OF EMPLOYMENT

1. During the training period, either party will be allowed to terminate the contract, without cause, at any time by giving 30 days notice in writing to the other party.
1. The Company shall have the right to terminate this Agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
 - i. Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
 - ii. Violation on your part of Company's rules with regard to the authenticity and information declared at the time of joining the Company.
 - iii. Any misconduct on your part.
 - iv. Failure to carry out any of your duties and obligations.
 - v. Not meeting Company's performance standards to be evaluated through periodic assessment & evaluation tests conducted during training period

HOURS OF WORK AND PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department, location and type of work to which you are assigned.

LEAVE

No leave of any kind is permissible during the period of training as well as probation. You will be entitled to the Earned Leave only on confirmation of your service in the Company.

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You will be governed by all prevailing leave rules as applicable to your cadre at present and as may be amended in future. Upon your joining, HR Dept will provide necessary guidance in this regard.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your employment, you may have access to or become familiar with various trade secrets and confidential

information belonging to the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services in the area of information technology. You will acknowledge that:

1. The Company's services are highly specialized;
2. The identity and particular needs of the Company's customers are confidential;
3. Documents and other information regarding the Company's services, pricing and costs as well as information pertaining to Company's customers are highly confidential and constitutes trade secrets.

You will, therefore, agree that:

For a period of two years after this contract has been terminated for any reason, regardless of whether the termination is initiated by the Company or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, Company, firm or corporation who is or was a customer of the Company during a period of two years prior to termination of your employment.

You shall not solicit or take up employment or transact any sort of business directly or indirectly with such customers on behalf of yourself or any other person, firm, Company or corporation.

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

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DISPUTES

Any disputes between yourself and the Company concerning with or related to or arising out of this contract shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in the Pune city only.

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty, and in the event of your not reporting for duty within 10 days from the date of absence, the same would be treated as abandonment of service on your own accord. In such an event you shall be liable to refund the salary in lieu of shortfall in the notice period and other dues payable to the Company, as specified.

PRE-EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal and external agencies. These may include your current and previous employment history, educational / professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated, apart from legal action being initiated against you.

PASSPORT

You are required to possess a valid passport. In case you do not have one, you are required to obtain this, at your own time and expense, and intimate the same to the Company within three months of joining.

GENERAL

You will be governed by all rules, regulations and policies of the Company.
You are to devote your full time, attention, and ability to the interest of the Company.
You are not to interest yourself in any business or do any trading on your own account.

CONFIDENTIALITY

In accordance with the standard practice of the Company, we request you to treat the terms of this employment as confidential.

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

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JOINING DATE

You are required to join us at the earliest possible but in no event later than 1st October 2018 at our office. If you do not join by this date, this offer stand withdrawn unless the Date of Joining is extended, and communicated to you in writing.

You are requested to bring the following original documents with a photocopy each, at the time of joining.

- a) Proof of Age
- b) Educational certificates including mark-sheets
- c) (*) Copy of Passport & driving license
- d) Two copies of your recent passport size photograph
- e) (*) Self attested copy of your PAN Card

(*) If not available, you are required to obtain and submit within 3 months joining.

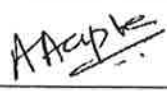
ACCEPTANCE OF JOINING


Please bring along with you, a copy of this offer letter, duly signed below as a token of your acceptance and submit along with original documents as listed above.

We look forward to your joining us for a mutually rewarding association.

Your Faithfully,

For LEFT RIGHT MIND PRIVATE LIMITED


For Ganesh Apte
Director

Acceptance by :

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment. I agree to join the Company at the earliest but in no case later than _____

Signature: 

NAME: Monilca Somvarshi

Date: 20th August 2018

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

Registered Office : D -502 Kalptaru Regency Phase -II, Road No 10, Kalyaninagar, Pune 411006 INDIA * CIN: U72900PN2014PTC150599 Development Centre: Business Bay, ground floor, Plot No: 84, Wellesley Road, Pune 411001, INDIA

SALARY CARD

₹ 2,34,807		NAME	Monica Somvanshi		
		EFFECTIVE	1st October 2018		
PAY COMPONENT		PAY TYPE			TOTAL
		FIXED	VARIABLE	PROVISION	
		MONTHLY	SEMI ANNUAL	YEARLY	
Basic	₹	15,100.00			₹ 1,81,200
House Rent Allowance	₹	755.00			₹ 9,060
Statutory Bonus/ Ex-Gratia /Company Performance	₹	1,400.00			₹ 16,800
Ad-Hoc Pay	₹	0.00			₹ 0
ESIC Employer Contribution				₹ 9,835.35	₹ 9,835
Provision for Gratuity				₹ 8,700.00	₹ 8,700
Provision for Group Accident Insurance				₹ 9,000.00	₹ 9,000
TOTAL CTC	₹	17,255.00	₹ 0.00	₹ 27,535.35	₹ 2,34,595
MONTHLY CTC		₹ 19,550			
MONTHLY CTC (EXCLUDING PROVISIONS)		₹ 17,255			

Monica Somvanshi

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

Registered Office : D -502 Kalptaru Regency Phase -II, Road No 10, Kalyaninagar, Pune 411006 INDIA * CIN: U72900PN2014PTC150599 **Development Centre:** Business Bay, ground floor, Plot No: 84, Wellesley Road, Pune 411001, INDIA

ITEM

Salary Card - Terms & Conditions

- 1 Basic Pay will be reckoned for PF, Gratuity and other statutory benefits (if applicable) and leave encasement as per rules. For all other computations, Company's relevant rules, as may be in force from time to time, shall apply.
- 2 House Rent Allowance - Employees will have to submit rent agreement and rent receipts to HR Department to enable determine eligibility of availing relevant tax concessions as per prevailing Rules under the Income Tax Act.
- 3 Bonus / Ex-Gratia / Company Performance - This amount is inclusive of statutory Bonus as may become applicable and payable by the Company under the provisions of Payment of Bonus Act, 1965 including any amendment thereto.
- 4 Ad-hoc allowance is ad-hoc in character which may either increase or decrease with change in basic and grade. This allowance can also be changed in lieu of introduction of any additional benefit (including any salary linked statutory benefits/ allowance that may become applicable in future).
- 5 ESIC: This represents statutory provisions made by the Employee State Insurance Act 1948 for all employees earning ₹21,000 or less per month as wages. The employer contributes 4.75 percent and employee contributes 1.75 percent, making it total share 6.5% percent. The employees registered under the scheme are entitled to medical treatment for themselves and their dependents, unemployment cash benefit in certain contingencies and maternity benefit in case of women employees.
- 6 This represents statutory provision made by the Company towards fulfilment of benefits, where applicable, as per provisions of Payment of Gratuity Act, 1972 and Rules made thereunder.
- 7 This represents average costs Group Accident Insurance Policy to cover payments, if any, as per applicable statutory provisions under Employee's Compensation Act, 1923 and Rules.

Note: Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

MOBILE INTERFACE DESIGNS PRIVATE LIMITED

Registered Office : D -502 Kalptaru Regency Phase -II, Road No 10, Kalyaninagar, Pune 411006 INDIA * CIN: U72900PN2014PTC150599 Development Centre: Business Bay, ground floor, Plot No: 84, Wellesley Road, Pune 411001, INDIA

Atkarnali

B/E - ETX
(105)

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

From: **Sachin Patil** <sachin@callistoacademy.in>

Date: Wed, Apr 4, 2018 at 5:03 PM

Subject: Results of Interview- Callisto

To: roy mathew <mitaoeroy@gmail.com>

Hello Mr.Roy,

Good day ..

After the discussion with our team we would like to finalise one candidate for the position of design and Development Engineer

Mr. Vibhor Meshram we would offer him CTC of 1.8 L, Though he mention his expectations are more. We would like to call him at our baner office on 7th April for further discussion and Appointment letter.

In case if he doesn't agree on our terms than we would keep Ms. Mohini Thor on standby and would like to discuss with her on remuneration terms on Saturday 7th April in Our Baner office.

Please let us know.

Best Regards,

Sachin Patil

Contact

m.thorkt@gmail.com

www.linkedin.com/in/mohini-thor-480b71122 (LinkedIn)

Top Skills

PostgreSQL

PL/SQL

Oracle SQL Developer

Certifications

AWS Cloud Practitioner Essentials

Agile Software Development

Mohini Thor

Associate Consultant at Capgemini
Pune

Summary

Experienced System Engineer with a demonstrated history of working in the information technology and services industry. Skilled in Python (Programming Language), Selenium WebDriver, HP QuickTest Professional (QTP), Oracle Database, and C++. Strong information technology professional graduated from MITAOE, pune.

Experience

Capgemini

Associate Consultant

July 2021 - Present (11 months)

Pune, Maharashtra, India

Infosys Ltd

2 years 11 months

Senior System Engineer

January 2021 - July 2021 (7 months)

Pune, Maharashtra, India

System Engineer

January 2019 - December 2020 (2 years)

Pune, Maharashtra, India

Systems engineer trainee

September 2018 - December 2018 (4 months)

Mysore, Karnataka, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Electronics · (January 2014 - April 2018)

jagrut vidyalaya, warud

High School

mahatma phule mahavidyalaya, warud
HSC, science

selection @ Taural India

1 message

roy mathew <mitaoeroy@gmail.com>
To: 2018-mech@mitaoe.ac.in

Wed, Apr 11, 2018 at 1:00 PM

Please find below the 7 candidates as G.E.T (Graduate Engineer Trainees).

These students will be joining in 1st week of Jun,2018 after their final exams.

Students to report to recruiters office on 21st Apr, 2018 to collect their offer letter & other formalities.

Name of the candidate	Final Call
Ganesh Kadam	GET for Foundry
Harshal Naik	GET for Mc shop
Kapil Thool	GET for Mc shop
Akshay Kasar	GET for Mc shop
Venkatesh Tulsi	GET for Mc shop
Baba Hogale	GET for Mc shop
Pratik Pokharkar	GET for Foundry

Date: 20/04/2018

OFFER LETTER

Dear Mr. Harshal Shaligram Naik,

-This has reference to your application and the subsequent Interview you had with us, we have pleasure in offering you an employment as "G.E.T. (Graduate Engineer Trainee)" in our organization on the terms and conditions as discussed and mutually agreed at the time of interview.

-You have confirmed that you will join your duties on **2nd June 2018** failing which our offer will stand cancelled.

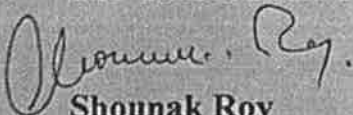
-Please bring with you the following original documents along with one set of photocopies of each one and submit at the time of joining the duties.

1. Copies of educational and professional certification.
2. Copy of the appointment letter and release order received from the present employer.
3. Last three months' salary slips.
4. Two recent passport size photographs.
5. Pan card & Aadhar Card photo copy.
6. school leaving Certificate photo copy.
7. Blood Group Report

-Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your week of joining.

Thanking you,

For Taural India Pvt. Ltd.



Shounak Roy
Manager HR & Admin

accepted


Date: 20/04/2018

OFFER LETTER

Dear Mr. Kapil Sunil Thool,

-This has reference to your application and the subsequent Interview you had with us, we have pleasure in offering you an employment as "**G.E.T. (Graduate Engineer Trainee)**" in our organization on the terms and conditions as discussed and mutually agreed at the time of interview.

-You have confirmed that you will join your duties on **2nd June 2018** failing which our offer will stand cancelled.

-Please bring with you the following original documents along with one set of photocopies of each one and submit at the time of joining the duties.

1. Copies of educational and professional certification.
2. Copy of the appointment letter and release order received from the present employer.
3. Last three months' salary slips.
4. Two recent passport size photographs.
5. Pan card & Aadhar Card photo copy.
6. school leaving Certificate photo copy.
7. Blood Group Report

-Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your week of joining.

Thanking you,

For Taural India Pvt. Ltd.



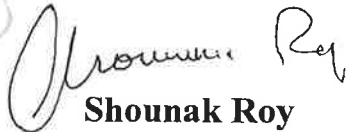
Shounak Roy
Manager HR & Admin


Accepted.

CTC Structure

Name:	Mr. Kapil Sunil Thool		
Designation:	G.E.T. (Graduate Engineer Trainee)		
Department:	Machine shop		
Sr. No.	Components	Monthly Break Up	Annually Break Up
1	Basic Salary	6500	78000
2	HRA	2600	31200
3	Conveyance Allowance	650	7800
4	Education Allowance	200	2400
5	Other Allowance	5098	61176
A	Gross Total	15048	180576
8	Provident Fund (13.15%)	855	10257
9	Gratuity (4.81%)	313	3752
10	ESIC (3%)	451	5417
B	Annual Statutory Benefits	1619	19426
	Total Fixed CTC	16667	200002

For Taural India Pvt. Ltd.



Shounak Roy
Manager HR & Admin



Accepted.

selection @ Taural India

1 message

roy mathew <mitaoeroy@gmail.com>
To: 2018-mech@mitaoe.ac.in

Wed, Apr 11, 2018 at 1:00 PM

Please find below the 7 candidates as G.E.T (Graduate Engineer Trainees).

These students will be joining in 1st week of Jun,2018 after their final exams.

Students to report to recruiters office on 21st Apr, 2018 to collect their offer letter & other formalities.

Name of the candidate	Final Call
Ganesh Kadam	GET for Foundry
Harshal Naik	GET for Mc shop
Kapil Thool	GET for Mc shop
Akshay Kasar	GET for Mc shop
Venkatesh Tulsi	GET for Mc shop
Baba Hogale	GET for Mc shop
Pratik Pokharkar	GET for Foundry

Our Ref : CNWSPL/Gen/Offerltr/17-18

Date : 19th March, 2018

Mr. Venkatesh S Tulasi,
Flat No: 9/RM – 105, Yash Laxmi
MIDC, G Block, Shahunagar
Chinchwad, Pune - 411019

Sub: Offer letter for the post of Trainee Engineer

Dear Mr. Venkatesh,

With reference to your job application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the post of "Trainee Engineer" and we welcome you to our organization.

You are required to join us on the 25th June 2018. The detailed letter of Appointment which includes the terms and conditions as discussed with you and agreed by you will be valid from the date of joining, subject to your submission of the following documents to the office immediately:


- ❖ Copies of all qualification certificates.
- ❖ Copy of school leaving certificate / Birth certificate
- ❖ Relieving letter from the previous employer.
- ❖ Last salary slip / salary certificate
- ❖ Certificate of experience from all previous employers.
- ❖ Two passport size photographs.
- ❖ Copy of ID Proof (Pancard, Aadhar card, Passport etc)

Please bring the originals for verification. We look forward to a mutually beneficial association with you

Kindly sign and send us a copy of this letter as a token of your acceptance.

With warm regards

For C N Water Systems Pvt Ltd


Sakina Kurawadwala
Head HR & Administration



I accept your offer,



- VENKATESH TULASI

Date: 20/04/2018

OFFER LETTER

Dear Mr. Baba Dattu Hogale,

-This has reference to your application and the subsequent Interview you had with us, we have pleasure in offering you an employment as "G.E.T. (Graduate Engineer Trainee)" in our organization on the terms and conditions as discussed and mutually agreed at the time of interview.

-You have confirmed that you will join your duties on **2nd June 2018** failing which our offer will stand cancelled.

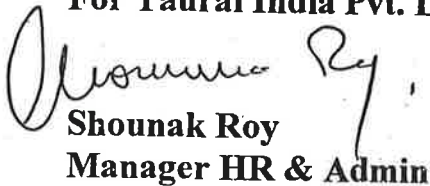
-Please bring with you the following original documents along with one set of photocopies of each one and submit at the time of joining the duties.

1. Copies of educational and professional certification.
2. Copy of the appointment letter and release order received from the present employer.
3. Last three months' salary slips.
4. Two recent passport size photographs.
5. Pan card & Aadhar Card photo copy.
6. school leaving Certificate photo copy.
7. Blood Group Report

-Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your week of joining.

Thanking you,

For Taural India Pvt. Ltd.

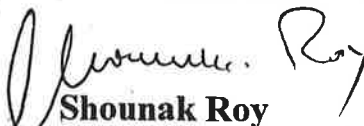

Shounak Roy
Manager HR & Admin


24/4/2018

CTC Structure

Name:	Mr. Baba Dattu Hogale		
Designation:	G.E.T. (Graduate Engineer Trainee)		
Department:	Machine shop		
Sr. No.	Components	Monthly Break Up	Annually Break Up
1	Basic Salary	6500	78000
2	HRA	2600	31200
3	Conveyance Allowance	650	7800
4	Education Allowance	200	2400
5	Other Allowance	5098	61176
A	Gross Total	15048	180576
8	Provident Fund (13.15%)	855	10257
9	Gratuity (4.81%)	313	3752
10	ESIC (3%)	451	5417
B	Annual Statutory Benefits	1619	19426
	Total Fixed CTC	16667	200002

For Taural India Pvt. Ltd.


Shounak Roy
Manager HR & Admin

Date: 20/04/2018

OFFER LETTER

Dear Mr. Pratik Balasaheb Pokharkar,

-This has reference to your application and the subsequent Interview you had with us, we have pleasure in offering you an employment as "**G.E.T. (Graduate Engineer Trainee)**" in our organization on the terms and conditions as discussed and mutually agreed at the time of interview.

-You have confirmed that you will join your duties on **2nd June 2018** failing which our offer will stand cancelled.

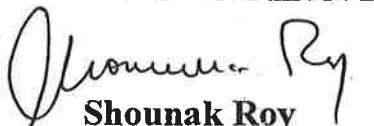
-Please bring with you the following original documents along with one set of photocopies of each one and submit at the time of joining the duties.

1. Copies of educational and professional certification.
2. Copy of the appointment letter and release order received from the present employer.
3. Last three months' salary slips.
4. Two recent passport size photographs.
5. Pan card & Aadhar Card photo copy.
6. school leaving Certificate photo copy.
7. Blood Group Report

-Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your week of joining.

Thanking you,

For Taural India Pvt. Ltd.

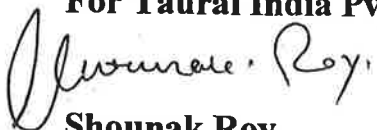

Shounak Roy
Manager HR & Admin


24/4/2018

CTC Structure

Name:	Mr. Pratik Balasaheb Pokharkar		
Designation:	G.E.T. (Graduate Engineer Trainee)		
Department:	Machine shop		
Sr. No.	Components	Monthly Break Up	Annually Break Up
1	Basic Salary	6500	78000
2	HRA	2600	31200
3	Conveyance Allowance	650	7800
4	Education Allowance	200	2400
5	Other Allowance	5098	61176
A	Gross Total	15048	180576
8	Provident Fund (13.15%)	855	10257
9	Gratuity (4.81%)	313	3752
10	ESIC (3%)	451	5417
B	Annual Statutory Benefits	1619	19426
	Total Fixed CTC	16667	200002

For Taural India Pvt. Ltd.



Shounak Roy
Manager HR & Admin



Vikas Singh <vssingh@admin.maepune.ac.in>

Selection

1 message

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Wed, Apr 11, 2018 at 4:30 PM

Wisdm Labs has selected one MITAOE student - Akshay Kendre, BE- IT, from the campus recruitment process

All the best

OK

R

PRESCIENT

April 11, 2018

115

Mr. Ketan Patil
05, Arpan Appt.,
Sadguru Nagar,
Nashik Road,
Nashik-422101

OFFER OF APPOINTMENT

Dear Mr. Ketan,

This is with reference to the application and subsequent interview you had with us for the position of "Associate - Marketing".

1. We are happy to offer you a position as "Associate - Marketing" at our Pirangut, office on the terms and conditions as already discussed and reduced to writing.
2. Please join the services of the company on or before June 10, 2018.
3. Formal appointment order will be issued to you on joining our organization.
4. Please sign the duplicate copy of this letter in token of your accepting our offer and return it to us
5. At the time of joining with us, you are requested to bring following documents)
 - i. Photocopies of certificates of degrees / diplomas that you possess for filling their copies in your personal file with us.
 - ii. Two copies of recent passport size and one copy of stamp size photograph.
 - iii. Photocopies of pan card, driving license, residential electricity bill, ration card, aadhar card etc.
 - iv. You need to sign a service agreement for 5 years with annual minimum rise of 3 %.

WELCOME TO PRESCIENT COLOR LTD.!

Thank you.
Yours truly,

R. K. RATHI
MANAGING DIRECTOR



Regd. Office & Factory
Gal No. 1182, Pirangut Tal. Mulshi
Pune 412 115, India

Prescient Color Ltd.

www.prescientcolor.com

1

(116) (95)

Date: 23rd Feb 2018

To,

The Manager – HR
Johnson Controls (India) Private Limited
Bangalore

Re: Confirmation of Acceptance of offer for Graduate Engineer Trainee position

Dear Sir,

I, the students of MIT Academy of Engineering, Pune hereby confirm that, I am accepting your offer letter dated 23rd Feb 2018 for the position of Graduate Engineer Trainee.

I understand that, this position requires extensive job related travel to Branch offices / Customer places. Also I am open to relocate to any of the branch offices of the Company.

Thank you.

Yours faithfully,

Student Name	Reg No.	Branch	Sign
Priya Ravindra Dingorkar	B303185196	Computer Engineering	PRDingorkar

Contact Details
Priya Dingorkar
priyadingorkar@gmail.com
7387326177

13th April 2018

Priya Dingorkar
Duplex-64 Mahindra Woods,
Kalewadi Phata, Wakad Pune 411057

Dear Priya,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee**. The initial training will be held at **Bangalore** for about 4 to 6 weeks. After the training you will be transferred to any of our Branch offices in India.

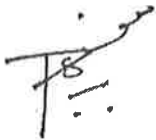
You are advised to join us on **2nd July 2018**. Your detailed appointment letter will be issued to you on your joining. While joining you are requested to produce following documents in original along with **Xerox copy of each**.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit. We would also be undertaking your **Background Verification Check**. We will share you an Application form as consent for conducting the said check and return the form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited



Pramod Shinde
Sr. General Manager – Talent Acquisition

PRDingorkar

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com
CIN: U33130MH1995PTC111247



Salary Annexure

Name of the Employee : Priya Dingorkar
Grade : 166
Designation : Graduate Engineer Trainee
Location : Bangalore

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	11,018	132,222
House Rent Allowance	5,509	66,111
Flexible Allowance	7,904	94,844
Conveyance Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Telephone Allowance/Reimbursement	2,100	25,200
Leave Travel Allowance	700	8,400
Personal Allowance	-	-
Interim Bonus	1,400	16,800
Gross Salary (A)	31,481	377,776
Provident Fund	1,322	15,864
Gratuity	530	6,360
Total Retirals (B)	1,852	22,224
Cost To Company (A+B)	33,333	400,000

Other Benefits:

1. Mediciam: You are entitled to Mediciam for self plus 5 dependent family members as per the company policy

Yours sincerely,
For Johnson Controls (India) Private Limited

Pramod Shinde
Sr. General Manager – Talent Acquisition

PRDingorkar



JSW Steel Limited

Mr. Pratik Desai
MIT AOE

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Pratik,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 10080/-p.m
HRA	Rs. 6070/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 11033/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 840/-p.m
L.T.A	Rs. 840/-p.m
Provident Fund	Rs. 1210/-p.m
Gratuity	Rs. 484/-p.m
Bonus	Rs. 2016/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

2. This offer is valid subject to your Graduation Passing with Min 60% aggregate (for Metallurgy 55%) and clearing your course in the prescribed duration.
3. You are requested to report at JSW Steel Ltd, Dolvi Works on 10th September 2018 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size colour photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
4. Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
5. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 20th August 2018 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Kanak K Singh
VP - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



JSW Steel Limited

Mr. Pavan Adam
MIT AOE

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Pavan,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

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5. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 20th August 2018 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Kanak K Singh
VP - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



JSW Steel Limited

Mr. Tushar Bandal
MIT AOE

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Tushar,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 10080/-p.m
HRA	Rs. 6070/- p.m.
Conveyance	Rs. 3950/-p.m
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Provident Fund	Rs. 1210/-p.m
Gratuity	Rs. 484/-p.m
Bonus	Rs. 2016/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

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 - PAN Card (Compulsory).
 - Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
- A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 20th August 2018 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Kanak K Singh
VP - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



JSW Steel Limited

Mr. Gaurav Kumar
MIT AOE

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Gaurav,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

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Basic	Rs. 10080/-p.m
HRA	Rs. 6070/- p.m.
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Bonus	Rs. 2016/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

- This offer is valid subject to your Graduation Passing with Min 60% aggregate (for Metallurgy 55%) and clearing your course in the prescribed duration.
- You are requested to report at JSW Steel Ltd, Dolvi Works on 10th September 2018 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - Matriculation certificate in support of your date of birth.
 - All certificates and marks sheets in support of your qualification
 - Two copies of your recent passport and two stamp size colour photographs.
 - Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - Release order, Salary certificates and experience certificate if any.
 - PAN Card (Compulsory).
 - Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
- A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 20th August 2018 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Kanak K Singh
VP - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4206 0000

Fwd: JSW Steel Campus selections

1 message

roy mathew <mitaoeroy@gmail.com>
To: vssingh@admin.maepune.ac.in

Tue, Apr 24, 2018 at 10:06 AM

Dear Sir,

JSW Steel LTD has selected the following 11 students of MITAOE from the campus recruitment process conducted recently:

Sr. no.	First Name	Middle Name	Last Name	Degree	Branch	Passing Year
1	Pratik	pradeep desai	desai	BE	MECHANICAL	2018
2	Pavan	Venugopal	Adam	BE	MECHANICAL	2018
3	TUSHAR	RAVINDRA	BANDAL	BE	MECHANICAL	2018
4	KUMAR	JITENDRA KUMAR	GAURAV	BE	MECHANICAL	2018
5	Kshitij	Narendra Kumar Pandey	Pandey	BE	MECHANICAL	2018
6	RUSHBH	PANDURANG SHETE	SHETE	BE	MECHANICAL	2018
7	Ketan	Kiran	Adhav	BE	MECHANICAL	2018
8	Gajanan	Parasharam N.Shityalkar	Shityalkar	BE	MECHANICAL	2017
9	Pratik	Sunil	Jangada	BE	MECHANICAL	2017
10	Sushma	Ashok	Singh	BE	CHEMICAL	2018
11	Satish	Keshwanand	Tiwari	BE	CIVIL	2018



JSW Steel Limited

Mr. Rushbh Shete
MIT AOE

Dolvi Works: Gestapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Rushbh,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 10080/-p.m
HRA	Rs. 6070/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 11033/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 840/-p.m
L.T.A	Rs. 840/-p.m
Provident Fund	Rs. 1210/-p.m
Gratuity	Rs. 484/-p.m
Bonus	Rs. 2016/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

2. This offer is valid subject to your Graduation Passing with Min 60% aggregate (for Metallurgy 55%) and clearing your course in the prescribed duration.
3. You are requested to report at JSW Steel Ltd, Dolvi Works on 10th September 2018 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
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 - 3.6. PAN Card (Compulsory).
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4. Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
5. A detailed appointment letter will be issued to you after your joining.

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Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Kanak K Singh
VP - HR



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10	Sushma	Ashok	Singh	BE	CHEMICAL	2018
11	Satish	Keshwanand	Tiwari	BE	CIVIL	2018



JSW Steel Limited

Ms. Sushma Singh
MIT AOE

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Sushma,

11th August 2018

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

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Dana India Technical Centre Pvt. Ltd.

Dana Incorporated

S. No. 279, Ralsoni Industrial Park, Phase II, Hinjewadi,

Vill.: Maan, Tal.: Mulshi, Pune - 411 057. M.S. (India)

Tel: +91 20 66844500, 39551700 Fax: +91 20 39552199

CIN: U74210PN2001PTC129657

www.dana.com

126

o/c

Ref: DANA/ENG./18-19
27th April, 2018

To,
Ms. Amritha Madapur
102, Arya Archade,
Near Dehu Phata,
Alandi.

Dear Amritha,

We are pleased to offer you the post of **Trainee Engineer** in our organisation on terms and conditions mutually agreed upon.

As discussed, your date of joining is 18th June, 2018.

Kindly return the second copy duly signed as accepted.

For DANA INDIA TECHNICAL CENTRE PVT LTD

JAYDEEP MITRA
HEAD-HR



Dana India Technical Centre Pvt. Ltd.

Dana Incorporated

S. No. 279, Raison Industrial Park, Phase II, Hinjewadi,

Vill.: Maan, Tal.: Mulshi, Pune - 411 057. M.S. (India)

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CIN: U74210PN2001PTC129657

www.dana.com

Ref: DANA/ENG./18-19

27th April, 2018

To,
Ms. Amritha Madapur
102, Arya Archade,
Near Dehu Phata,
Alandi.

Dear Amritha,

We are pleased to offer you the post of Trainee Engineer in our organisation on terms and conditions mutually agreed upon.

As discussed, your date of joining is 18th June, 2018.

Kindly return the second copy duly signed as accepted.

For **DANA INDIA TECHNICAL CENTRE PVT LTD**

JAYDEEP MITRA
HEAD-HR

SEARS HOLDINGS

Private and Confidential

Ref-SHI-Analytics-April-18/7108

Date: 20-Apr-2018

Mr. Sachin Kumar

S/O anil kumar, Baba ghar, vill-parsama, lakhisarai, Bihar, Pune

Dear Sachin ,

Pursuant to your application to **Sears IT and Management Services**, the Company takes pleasure in appointing you as **Technical Associate (Band 1 Level B)** with the following terms and conditions.

1. Date of Employment

You will join at the latest by **02-Jul-2018**. In the event you fail to join on or before the Joining Date, your employment with the company shall be deemed to have not commenced and the offer shall stand voluntarily terminated without notice and without any liability to the Company but such withdrawal shall not prejudice any rights which the Company may have under the applicable law or equity.

2. Place of employment

Your place of employment will be as mentioned in Annexure 3

During the course of your employment with the Company, you may be appointed, transferred, deputed or deployed to any other offices, projects, divisions, departments or units of the Company or its affiliates or subsidiaries or group companies existing or to be set up at any other location or any other unaffiliated company as may be required to render services to any client of the company in India or abroad ("**External Location**").

You may be required to travel to any of the other offices of the Company or its customer locations for business reasons, should the need arise.

Although the Company will endeavour to ensure that any transfer or relocation does not cause unnecessary disruption to your status, the Company does not guarantee the continuation of any facility or perquisite upon transfer. In all such cases of transfer or relocation, the Company's transfer and relocation policies shall apply. Your salary will be country based. If you relocate to another country, your salary will be adjusted in accordance with the then prevailing market matrixes as may be utilized by the Company for your role in such new country of employment. In case of your deployment, deputation to any External Location or client site, you may be required to enter into certain other agreements and arrangements with such company or client including non-disclosure agreements, code of conduct or confidentiality agreements as per such company's or client's policies in place from time to time. You shall, at all times while working at

CIN :- U74900PN2009FTC134832

Sears IT and Management Services India Pvt. Limited
7th Floor, Wing 2, Cluster C, EON Free Zone, MIDC Kharadi Knowledge Park, Pune - 411 014 - India.
Phone : +91 20 67308300 Fax : +91 20 67308700 www.searsholdings.com/India

Page 1 of 15

Sachin Kumar
25/4/2018

SEARS HOLDINGS

the External Location or client's site, adhere to the terms of such agreements and arrangements. You agree that you shall furnish copies of such agreements to the Company and seek its prior approval before execution of such agreements.

At the time of your deployment or deputation at the External Location or client's site, you shall abide by the policies, processes, rules and regulation in place at the External Location or client's site including the building or society rules in which the External Location or client's site is situated or the rules prescribed by the landlord of the employer at the External Location or the client's site, over and above the policies and processes of the Company.

You shall not take up employment with the client you have been deployed with for at least 6 (six) months from your last working day with the Company, without prior written approval from the Company.

At no point shall you divulge or give out any Confidential Information (*as defined hereinafter*) which may be in your possession by virtue of your deployment, deputation with the client to any unauthorized person. You shall adhere to confidentiality obligations specified herein and keep all Confidential Information in your possession during deputation or deployment with the client.

3. Compensation

Your Annual Compensation will be INR 800000(eight lakh only) per annum which consists of INR 776000 as Fixed Component and INR 24000 as Performance Variable Bonus (PVB). The break-up of your annual compensation is enclosed with this letter as Annexure 1. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you. You will not be entitled to any additional remuneration on account of any special assignment, deployment or deputation undertaken by you during your normal course of employment with the Company.

Please note that the Company, at its sole discretion, may in case of appointment/ transfer/ deployment or deputation at an External Location or at client's office, pay such additional remuneration as may be provided for in the company's policy in this regard.

4. Performance Variable Bonus

You are entitled to performance variable bonus which will be determined as per the Company policy; provided the Company has achieved its financial targets set by management for the

SEARS HOLDINGS

relevant period. This will be subject to individual and the Company's performance and will be entirely at the discretion of the management.

Notwithstanding anything to the contrary contained herein, it is clarified for avoidance of doubt that the Company does not guarantee performance variable bonus and in the event the financial goal for the relevant period is not achieved by the Company, no performance variable bonus will be provided by the Company irrespective of your performance.

5. Provident Fund Scheme

You will voluntarily join the Employees Provident Fund Scheme formulated by the Government of India immediately on joining, as per the rules and regulations in force from time to time. The Company's contribution under this provident fund scheme is fixed at 12% of your Basic salary with a matching compulsory contribution by you, subject to any change due to variation in the applicable rules and regulations. You are required to submit the necessary enrolment/transfer forms immediately upon joining the Company to the Human Resource Department.

6. Performance Review and Progression

Your remuneration will be subject to review by the Company at such times as may be considered appropriate. Review dates would be as set by the Company. The Company operates on pay for performance policy and result of any remuneration review will take your performance into account.

The Company will review your performance throughout your employment. A performance review will not necessarily result into remuneration increase.

You will keep the information related to your remuneration strictly confidential.

7. Medical Fitness and Verification of Particulars

Your appointment is subject to you being declared and remaining medically fit by a medical officer or by a Doctor specified by the Company. The management has the right to get you medically examined by a certified medical practitioner during the period of your service with the Company. In case you are found medically unfit to perform your duties under your employment, the Company has the right to terminate your employment, but not before giving you sufficient notice and extending all medical support as possible during the period you are found to be unfit. The Company will take a supportive, compassionate and lenient view in genuine cases of medical issues.

The Company reserves the right to carry out reference verifications or background checks during the course of your employment with the Company, either by itself or through third party agencies engaged by the Company. Such background verifications and reference checks, amongst others, would include past employment(s) and salary details, criminal records, across countries resided in or worked in etc. and other details provided by you in the application form to the Company. You understand and acknowledge that this is a requirement and you shall not raise any objection

SEARS HOLDINGS

whatsoever to the said background verifications and reference checks. In case the particulars mentioned in your application are false or unsatisfactory, your services would be liable to be terminated immediately.

Further you acknowledge and accept that the Company has made this offer of employment on the basis of bona fide statements, information and facts provided by you in your application form for employment and other documents submitted by you. During the course of your employment if it is found that any information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall have a right to take appropriate disciplinary action against you.

8. Duties and Responsibilities

- a. The Company will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- b. You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remuneratory except with the written permission of the management of the Company in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
- c. Please note that the nature of employment is such that you may be required to travel abroad. While the Company will endeavor to accommodate your reasonable requests, you recognize that client deliverables are critical for the business. Refusal to travel pursuant to two requests by the Company will be adequate grounds for your services to be terminated.
- d. You shall not seek membership of any local or public bodies without written permission of the management.
- e. You shall neither divulge nor give out any information including particular or details of the Company's process, technical know-how, security arrangement, administrative and/or organizational matters or any information of confidential or secret nature (the "**Confidential Information**") which may be in your possession by virtue of your employment with the Company to any unauthorized person during the period of your employment or even afterwards by way of written or oral communication.
- f. You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the services of the Company. This also includes such information as is already known to the recipient or is in public knowledge without you breaching your

SEARS HOLDINGS

confidentiality obligation which you shall not release, use or disclose, except with the prior written permission of the Company. Your obligation to keep such information confidential shall continue for a period of 1 (one) year after resignation or termination of your services with the Company.

- g. You will, as and when required by the Company, execute a separate non-disclosure agreement in a format approved by the Company.
- h. You will neither enter into any commitment or dealing on behalf of the Company for which you have no express authority nor alter or be party to any alteration of any principle or policy of the Company or exceed any authority or discretion vested with you without the appropriate sanction of the Company.
- i. You will be responsible for safekeeping and return in good condition and order the properties of the Company, which may be in your use, custody, possession, care or charge. For the purpose of any loss of any property of the Company in your possession, the Company will have a right to assess on its own and recover the damages of all such materials by way of monetary compensation or otherwise from you as may be deemed fit by the Company and the Company reserves a right to take any such action as it may deem necessary in the event of your failure to account for such material or property.
- j. You shall not directly or indirectly solicit or cause to be solicited any customer/ client of the Company during the term of your employment and 1 (one) year after your resignation/ the termination of your employment with the Company.
- k. Both during your employment and for 1 (one) year after your employment with the Company ceases, you will not directly or indirectly solicit any of the Company's employees or key employees of any of the Company's clients for employment with a person or entity involved in business similar to or in competition with the business of the Company. Key employees include without limitation supervisory personnel, executives, personnel in charge of any department, section or subdivision and project managers, directors and senior personnel on any individual project or projects.
- l. You will not during your nonworking hours, directly or indirectly carry out or cause to be carried out any work similar to that which the Company undertakes during the term of your employment.
- m. You may during the course of your employment be given assignments based on the Company's reasonable business needs which the company considers are suited to your background, qualifications and /or experience. You shall not refuse to carry out any assignment solely on the ground that it has not been or does not form part of your usual duties.

SEARS HOLDINGS

- n. The nature of your services and responsibilities in the Company may be varied from time to time depending upon the requirements of the Company and you shall have no objection to such variation.
- o. You shall undertake appropriate behavior while traveling on behalf of the Company for the purpose of sales or otherwise in accordance with the Company policy.
- p. You shall abide by the Company policies and any amendments thereto as and when notified to you.

9. Intellectual Property

- a. All intellectual property such as trademarks, copyrights, designs, technical know-how etc, developed by you during your employment with the Company either individually or collectively with other employees of the Company shall be the property of the Company and you shall not have any right or make any claim in respect thereof. You will disclose to the Company any discovery, invention, process or improvement made or discovered during your employment with the Company (the "Intellectual Property") and the Intellectual Property shall automatically stand transferred to the Company and shall remain an absolute property of the Company at all times. If and when required to do so by the Company, you shall, at the Company's expense, take out or apply for patent license or other rights, privileges or production as may be directed by us in respect of the Intellectual Property so that the benefit thereof shall accrue to the Company at all times and you shall execute such deeds, documents, agreements as may be required or directed by the Company for transfer, assignment or other to vest the rights in the Intellectual Property in favour of a third person, company, firm or a proprietary as its sole beneficiary.
- b. In addition, you hereby appoint the Company as your duly constituted attorney for the purpose of executing in your name and on your behalf all such deeds and documents as may be required for the purpose of giving effect to the rights of the Company under this Clause 9.
- c. You hereby irrevocably and unconditionally waive any and all moral rights or any rights of a similar nature under any law in any jurisdiction in and to any and all material written, created or devised by you, whether solely or jointly, resulting from or suggested by anything which you shall do pursuant to your employment with the Company.
- d. You acknowledge that your remuneration and all consideration paid to you by the Company under this Agreement includes compensation for the assignment (if any) to the Company of the Intellectual Property and that the rights and obligations under this Clause shall continue in force after the termination of this Agreement in respect of any Intellectual Property created during your employment under this Agreement and shall be binding upon your legal representatives.

SEARS HOLDINGS

10. Dress Code

You are required to follow the dress code policy of the Company and shall maintain standard level of hygiene. In case you are transferred, deputed or appointed at the External Location or at the client's office, you are required to follow the dress code policies in place at the External Location or at the client's office (as the case may be) from time to time.

11. Termination of permanent services

- a. You will automatically retire from the services of the Company on attaining the superannuation age of 58 years.
- b. If you remain absent without previously or subsequently approved leave or remain absent beyond the period of leave originally granted or extended, you shall be considered as having voluntarily terminated your services without giving any notice, unless:
 - (i) You return to work within 8 days of commencement of such absence; or
 - (ii) Give explanation to the satisfaction of the management of the Company.
- c. Your services are liable to be terminated without notice or salary in lieu of the notice, in case of any misconduct on your behalf while in employment with the Company/ at the External Location or at the client's office. For this purpose the term 'misconduct' shall mean and include, without prejudice to the general meaning thereof, any reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, any act of indiscipline or in efficiency or your refusal or failure to perform your obligations, duties, responsibilities or conviction for any serious crime or felony or any other crime involving moral turpitude, fraud, willful misrepresentation or any act having the effect or likely to have the effect of injuring the reputation or business or business relationship with the Company.

Either party can terminate the appointment under this letter by giving a notice in writing to the other party or by paying the basic salary in lieu of the said notice. The duration of the notice period is of three months. However, in case of you resigning from the services of the Company, the Company shall have the sole discretion to relieve you from your services prior to the completion of the stipulated notice period but in such case the Company shall not be liable to pay any compensation or salary in lieu of the waived period of notice.

- d. Your services can be terminated by the Company by giving you one month's notice in writing or paying the basic salary in lieu thereof in the event you fail to submit the joining documents within such time as set out in Annexure 3.

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12. General

- a. At all times your conduct will be in compliance with the Sears Employee handbook (as it may be amended from time to time).
- b. A working day shall comprise of 9 (nine) hours, including a break of 1 (one) hour for lunch, dinner or tea breaks. You are expected to complete 173 (one hundred and seventy three) hours of productive work every month and 160 hours of productive work in the month of February which shall be recorded on the timesheet system of the Company. Failure to record your hours of work contribution in the time sheets on regular basis as determined by the management of the Company would result into loss of salary for the unrecorded period.
- c. You may be required to work during different shifts scheduled across 24 (hours) a day and 7 (seven) days a week and 365 (three sixty five) days in a year with each shift lasting for 9 (nine) hours subject to applicable laws. You are required to work for 5 (five) days in a week. The shift timings may change from time to time which will be notified to you. Your weekly off will depend upon your shift and may not fall on a Saturday and/or Sunday.
- d. Employees at the client's office or the External Location are required to follow the working hours applicable to the employees of the client/ External Location.
- e. As per the Company's existing leave policy you will be entitled to 22 (twenty two) working days of privilege leave annually which is calculated at 1.83 days' for every month of completed service. This is an earned leave and includes any other form of casual or medical leave. This leave will be governed by the Company policies updated from time to time. Employees at the client's office or at the External Location shall follow the leave policy in place at the External Location/ client's office.
- f. The Company will cover you and your dependents under a group personal accident policy and a group medical coverage policy. The medical insurance premium for such policies shall form a part of your salary as set out in Annexure 1. The insurance premium will be borne by you and the Company will only facilitate the process of insurance premium. In the event the amount paid by the Company on account of insurance premium for any month is lesser than the one stated in Annexure 1, the Company will pay the difference to you and in case the amount paid by the Company is in addition to the one stated in Annexure 1, you are liable to pay the difference to the Company.
- g. As of the date hereof, if you are covered under the Employees' State Insurance Scheme (the "Scheme") under the Employees' State Insurance Act, 1948 and if any subsequent raise in your salary puts you out of the purview of the Scheme or the limits of the Scheme are revised, which no longer keep you eligible to avail benefits of the Scheme, the

SEARS HOLDINGS

Company's contribution of 4.75% towards your insurance pursuant to the Scheme will be deducted from your annual salary.

- h. You may be selected or sponsored by the Company for familiarization or training assignment with the parent company/ technical collaborator of the Company or with any other institution or organization in India or abroad. If selected, you are required to take part in such training or assignment diligently and beneficially. The cost of such training, including travel fare and related expenses will be borne by the Company, which the discretion of the management may be, subject to any contract or arrangement under which you shall agree to serve the Company for specified number of years after completion of the training and agree to pay liquidated damages in case of earlier resignation or termination of service in proportion to number of years of service remaining to be served.
- i. In case you are required to shift from another location to your place of employment as specified in Annexure 3 at the time of joining, you are eligible to claim reimbursement for expenses incurred on packing, unpacking, loading, unloading, transportation as per the existing policy of the Company. However, in case of resignation or your services are terminated in any manner within 1 (one) year of your date of joining the employment with the Company, the amount so paid shall be recoverable from you by the Company.
- j. In case you are shifted from your place of employment to another location where the Company has its operations during your employment with the Company, you are eligible to claim reimbursement for expenses incurred on packing, unpacking, loading, unloading, transportation as per the existing policy of the Company. However, in case of Resignation or your services are terminated in any manner within 1 (one) year of such shifting, the amount so paid shall be recoverable from you by the Company.
- k. In case of any inquiry initiated by the Company or your employer at the External Location against you or any other employee as per the policy in place, you undertake to provide full co-operation in respect of such inquiry as may be required.
- l. You will be governed by service rules and regulations including 'Code of Conduct', discipline and administrative order or any such other rule or order of the Company which may be in force from time to time.
- m. The date of birth mentioned in the matriculation/ higher secondary certificate shall be the conclusive proof of your age.
- n. You will notify the Human Resource Operations Team of the Company any change of address within a week of such change, failing which any communication served on your last notified address shall be deemed to be validly served on you.

SEARS HOLDINGS

- o. Upon resignation or termination of your employment with the Company in any manner, you shall immediately return to the Company any and all books, documents, correspondence, records including any compact disks or electronic storage device relating to the business and affairs of the Company.
- p. Any time upon request of the Company and in any event on resignation or termination of your employment with the Company in any manner, you shall immediately hand over all the authorization letter or power of attorney issued in your favour by the Company or any other property of the Company in your possession in the same form as given to you by the Company (subject to ordinary wear and tear).
- q. In case of resignation or termination of your employment with the Company in any manner, you shall extend requisite co-operation to the Company to ensure smooth transition of your duties and responsibilities to such person as may be appointed or nominated by the Company.
- r. Your designation and remuneration is subject to change depending upon the work assignment undertaken by you from time to time and the compensation structure of the Company is subject to revision in order to protect the cost to the Company.
- s. You will indemnify and keep us indemnified and hold harmless against any loss or damage caused to the Company or any claim raised by a third party against the Company due to any unauthorized act undertaken by you.
- t. You hereby represent to the Company that you are under no obligation or agreement or legal impediment that would prevent you from becoming an employee of the Company, or adversely impact your ability to perform the expected responsibilities.
- u. Any notice or correspondence to be given by you to the Company or by the Company to you shall be given as under:
If to Company: E-mail: searsindia@searshc.com
If to the employee: The personal Email ID registered by the employee in their resume submitted to the company at the time of employment.
- v. In case you have not submitted the below documents, you are requested to submit the same at the earliest and no later than 7 (Seven) days from the receipt of this letter:
 - (i) Documentary proof of your educational and professional qualification, experience and date of birth.
 - (ii) Eight copies of your recent passport sized photographs in colour; and
 - (iii) Relieving letter from your last employer (if applicable).

SEARS HOLDINGS

- w. In an event of a drop-in performance you will be put in Performance Improvement Plan as per the company policy.
- x. If you are covered under the Employee State Insurance Scheme (ESIC) then you will be covered as per the ESI Regulations, 1950 and will not be eligible for coverage under the Company provided Medical Insurance

13. Final Settlement

On resignation or termination of your employment with the Company any amount owed by you to the Company including any amounts due on account of reimbursement of expenses incurred by the Company due to any loss or damage caused by you to the property of the Company shall, at the sole discretion of the Company, be deducted from any monies payable by the Company to you, including any salary, wages, bonuses, vacation pay, severance, commission, incentives, ex-gratia, variable pay or expenses payable to you. Any excess of such amounts owed by you to the Company shall be repaid by you within 30 (thirty) days from your dissociation with the Company. The Company reserves the right to recover from you any and all cost and attorney's fees which are incurred by the Company for recovery of such amounts. The final settlement shall not be done unless all outstanding amounts have been settled by you.

14. Sharing of Personal information

Human resource information systems are consolidated and managed centrally. As a result personal information is shared around the Company's locations worldwide, to selected organizations which provide services to the Company. To assure that personal data privacy is adequately safeguarded, the Company operates internal procedures to protect the confidentiality and security of individual personal information. The Company also requires the external organization it works with to provide adequate levels of protection. By accepting this offer you are agreeing to such data storage and sharing.

15. Jurisdiction

In case of any dispute between the Company and you in relation to your employment, the competent courts and tribunals at Pune shall have exclusive jurisdiction.

16. Revocation of offer

The Company reserves the right to unilaterally revoke this offer at any time prior to receipt of your acknowledgement and acceptance to this offer letter in the form and manner provided hereunder. Such revocation shall be final and shall relieve the Company of liability of any nature whatsoever in respect of the offer contained herein and shall be without prejudice to any other right the Company may have against you in law or equity.

Please note that you shall be required to maintain the information contained in Annexure 1 strictly confidential and not share such information except with your immediate family.

SEARS HOLDINGS

We look forward to your long and successful association with the Company.

Yours Sincerely,

For and on behalf of **Sears IT and Management Services India**



Rakesh Chawla
Authorized Signatory

Enclosures:

Annexure 1- Annual Potential Compensation Structure

Annexure 2- Insurance Overview

Annexure 3- Contact Details of the Company and Joining Documents

Acknowledgement and Acceptance

I have read and understood the terms and conditions of this letter and hereby notify my acceptance by signing at the space provided below.

Signature

Date

This letter shall automatically stand withdrawn in case you do not notify your acceptance by counter signing this letter within 15 (fifteen) days of the date of this letter.

SEARS HOLDINGS

Annexure 1 [Annual Potential Compensation Structure]

Compensation Structure of		Sachin Kumar	
Band – Level		Band 1 Level B	
Designation		Technical Associate	
A. SALARY	Annual Gross(INR)	Monthly Gross(INR)	Remarks
Basic Salary	271600	22633	
House Rent Allowance (HRA)	108640	9053	
Transport Allowance	19200	1600	
Professional Development Allowance	289013	24084	
Medical Reimbursement	15000	1250	
LTA	22633	1886	
Provident Fund - Employer Contribution*	21600	1800	
SUB TOTAL A	747686	62307	
B. OTHER BENEFITS			
Gratuity	13064		This is paid at the time of separation from the organization due to resignation, death, termination etc.
Group Medical Insurance	14000		The organization pays to the Insurance company for providing insurance coverage for associate , spouse, dependent children and dependent parents as per defined Limits
Group Personal Accident Insurance	1250		The organization pays the Insurance company for providing insurance cover to the Associate
SUB TOTAL B	28314		
C. Performance Variable Bonus (PVB)**	24000		This is paid based on the organization's performance and individual performance of the Associate
D. Total Cost to Company (A+B+C)	800000		

*The above mentioned is @ 12% of Rs 15,000 (Basic)

- However, where monthly basic of the Associate is above Rs. 15,000 per month. Contribution to PF will have 2 options which the Employee can choose at the time of joining:

Option 1. MINIMUM

a. Monthly Employee and Employer contribution of Rs 1800 each or 12% of the basic whichever is lower.

Option 2. MAXIMUM

a. Monthly Employee and Employer contribution each of 12% of the Basic salary.

* In case the Government of India (EPFO) revises the wage limit of coverable employees under respective statutes then your pay package will be redesigned /re-appropriated to accommodate the change or revision. However the CTC will not be reduced but restricted to suit the change.

**PVB payout is based on two parameters viz- 1) Company Performance and 2) Individual Performance. Year end PVB amount mentioned is shown at annual average performance rating -'Meets Expectation' Year end. PVB is not payable on pro-rata basis in the event of Associate leaving the organization prior to PVB disbursement date, refer to PVB policy for the details

Rakesh Chawla

Rakesh Chawla
Authorized Signatory

SEARS HOLDINGS

Annexure – 2 Insurance Overview

Group Personal Accident Insurance

1. Self-coverage is Mandatory
2. The insurance coverage depends upon the designated Band and your group personal accident insurance coverage is INR [1000000].

Group Medical Claim

Self-coverage is mandatory. The insurance coverage depends upon the designated Band.

Your medical claim insurance coverage is INR [200000] .

Insurance Premium Differential

If the actual Insurance premium (Mediclaime Insurance & Group Personal Accident Insurance) for a Financial Year, is less than band-wise deductible amount, then the differential amount is paid as an addition to the Professional Development Allowance Component, at the end of the Financial year (March) subject to tax deduction.

SEARS HOLLINGS

Annexure 3

Contact Details of the company and Joining Documents

On your date of joining you are required to report at the following address:

Office Address: Sears IT and Management Services India Pvt. Ltd, EON Free Zone, Cluster D, Wing 2, 4th floor, MIDC Kharadi Knowledge Park, Pune -411014

Contact Person: Mr. Mohbansi Devendra & Mr. Paresh Naik

Contact Number: +91 8411009671 & +91 841109545

Contact Email ID: Devendra.Mohbansi@searshc.com & Paresh.Naik@searshc.com

We request you to kindly carry the Original of the following documents for verification purpose and Photocopy of only those which you are yet to share. The same is mandatory and is required as part of the joining process.

DOCUMENT CHECKLIST

Sr. No	Documents
1	PAN Card and Aadhar Card Copy (Mandatory)
2	Age Proof Certificate- Birth certificate (or School-certificates as DOB proof).
3	Academic Certificates - Mark sheets as well as Certificates starting from SSC to Post graduation In case of campus hires: Minimum of 60% aggregate percentage is required respectively for SSC, HSC, Graduation and Post-Graduation (if applicable) If final year/semester/trimester mark sheets are yet awaited, the associates can submit the same (maintaining adherence to 11(d), within 6 months from the date of joining
4	Certificates supporting your professional courses/certifications
5	Your latest salary slip or salary certificate (if previously employed)
6	Relieving letter from previous employers (if previously employed).
7	Experience proofs - Service certificate from previous employers (start to latest)
8	Form 16 or Taxable income statement duly certified by previous employer for the preceding year.
9	8 Passport Size Photographs (with grey background)
10	Copy of passport (All sheets)
11	Copy of your updated resume
12	Copy of Sears Offer Letter

Note - All the above copies of documents need to be in order mentioned above.

Date: 11 May 2018

Ref: RIL/54896751/11490191/110518/1115

Dear Mr. Omkar Joshi,

Letter of Appointment

With reference to written tests / interview you had with Reliance Group of Companies, we are delighted to appoint you in the position "Graduate Engineer Trainee" in Hydrocarbon Group, based upon following terms and conditions.

Documentation

This appointment letter consists of the below mentioned attachments:

- A compensation term sheet
- Components of Compensation
- Terms and conditions
- Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment

01. Place of Posting

Your initial place of posting will be at the place of your training. During your training period, you may be posted / transferred / to any of the offices / projects / divisions / departments / units of the company existing or to be set up at any location in India or abroad without any additional remuneration. Your services are also liable to be transferred to any of the group companies.

You will report to training on or before 16-Jul-18 failing which your engagement shall automatically stand withdrawn and cancelled.

02. Mandatory Criteria:

i. Score eligibility:

You will join us as soon as your final examination is over and results are available. Your appointment is subject to you securing minimum CGPA of 6.0 / 60% or above marks over 8 semesters.

ii. Pre-employment Medical Check:

Pre-employment Medical Check clearance from RIL certified doctor. System generated information will be received for initiating the same on acceptance of this appointment letter.

03. Confirmation:

You will be under training for a period of one year from the date of joining the Company. During training you will be undergoing various assessments at the end of which there will be a final assessment. Your confirmation depends on successful completion of this final assessment. In case of unsuccessful assessment there will be no extension given and termination process will be initiated.

04. Compensation:

Your compensation on a Cost to Company ("CTC") basis will be Rs. 5,50,000/- (Rs. FIVE LAKH FIFTY THOUSAND only) per annum and will be payable as under. Please refer to Annexure 1.1-A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 5,18,340/- (Rs. FIVE LAKH EIGHTEEN THOUSAND THREE HUNDRED FORTY only) per annum.

This includes Basic Pay and other allowances, benefits, prerequisites etc as per the compensation policy of the company.

(This letter is computer generated and does not necessarily require a signature)

Date: 11 May 2018

Page 1 of 20

Regd. Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Post Box: 11717, Mumbai - 400 021. India.
Phones: +91-22-2278 5000, Telefax: +91-22-2204 2268, 2285 2214. Website: www.ril.com
CIN - L17110MH1973PLC019786

OK 129



**MAHESH
GAS**

14th May 2018

TPL/BHR/027

Mr. Harshdeep Pramjeet Singh Rajpal
206, Mhaveer Colony,
Barwaha, MP -451115

Dear Harshdeep,

Sub: Offer of facility of training as Graduate Engineer Trainee – 2018

This has reference to your application and the interview you had with us recently. We are pleased to offer you the facility of on the job training as “**Graduate Engineer Trainee**” on stipend equivalent to Rs. 3,25,000/- (Rupees Three lakh twenty five thousand only) (Cost to Company) per annum.

The terms and conditions of the offer are as follows:

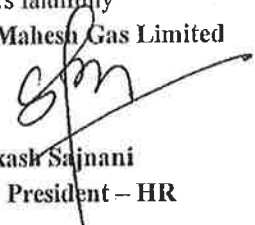
1. On successful completion of the training for a period of one year, you may be communicated in writing of confirmation of your employment in the position of “**Executive**”. The same shall not be automatic and will be subject to your successful completion of training.
2. The offer of training is provisional and subject to your passing in the final examination (B.E Mechanical) and obtaining an Engineering degree with First Class or its equivalent. This offer of training and / or your appointment is further subject to you been found medically fit by our Chief Medical Officer.
3. You will be given a detailed appointment letter on your joining and the terms and conditions set out there in shall be applicable and binding upon you.
4. Notice period for resignation from training facility is one month.
5. You will be governed by the rules and regulations of the Company.
6. Please note that during the period of facility for training you are liable to transferred to any unit / undertaking or establishment / division / department / branch / office of the company or to any other Company of Torrent Group.

Please sign and return the copy of this letter as a token of acceptance of our offer.

You are required to report at Mahesh Gas Limited, 205- Arrisa Avenue, Fountain Road, Kharadi, Pune-411014 on **18th June, 2018** at 9:30am.

With best wishes for a fruitful career in Mahesh Gas Limited.

Yours faithfully
For Mahesh Gas Limited


Prakash Sajani
Vice President – HR

Accepted

Date 16/05/18

MAHESH GAS LIMITED

Registered Office : C27, Sai Chowk, Madhu Vihar, I.P. Extn., New Delhi - 110092

Contact : 011-42178111, 42178222, 42178333

Corporate Office : 205, IInd Floor, Arrisa Avenue, Kotle Patil's Downtown, Kharadi, Pune - 411014

CIN NO.: U40106DL2015PLC277434



MAHESH
GAS

14th May 2018

TPL/BHR/027

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CIN NO.: U40106DL2015PLC277434

(130)

Fwd: Trip Stack : Campus selections

1 message

Anil Kumar <anilpacha@gmail.com>
To: Vikas Singh <vssingh@admin.maepune.ac.in>
Cc: roy mathew <mitaoeroy@gmail.com>

Fri, Feb 22, 2019 at 2:49 PM

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

From: Anil Kumar <anilpacha@gmail.com>
Date: Tue, May 8, 2018 at 10:58 AM
Subject: Trip Stack : Campus selections
To: roy mathew <mitaoeroy@gmail.com>
Cc: <principal@maepune.ac.in>

Dear Sir,

Trip Stack has selected the following MITAOE students from the campus recruitment process conducted at MIT on 3rd May 2018:

Sr. no.	First Name	Middle Name	Last Name	Branch
1	Avishkar	Raosaheb R Mawal	Mawal	COMPUTER
2	Rishabh	Rakesh Kr. sinha	Sinha	COMPUTER
3	Reeshabh	Sanjay Kapoor	Kapoor	COMPUTER
4	Sayali	Santosh	Thale	COMPUTER
5	Dhanashree	Arun	Nangre	COMPUTER
6	Sayali	Vasudeo M Potdar	Potdar	COMPUTER

Remuneration offered by the company is Rs. 4.00 Lacs CTC per annum.

Forwarding herewith the confirmation mail received from the company in this regard.

Thanking you,

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Rupali Chauhan <rupali.chauhan@flightnetwork.com>
Date: Mon, May 7, 2018 at 7:52 PM
Subject: List of Shortlisted Students _MIT College
To: Director IAC <director.iac@mitpune.edu.in>

Hello Sir,

It was our pleasure to take the Campus in your reputed institute MIT . We are also thankful for the good and immediate response you have given to us and helped us in executing the campus drive on 3 May'18.

We are glad to inform you that we have short listed some candidates from the campus interview . The list of the selected candidates is as under:

1	Prabhat Pandey
2	Dhanashree Arun Nangre
3	Pranita Nandkishor Musale
4	Gayatri Wankhade
5	Sayali Potdar
6	Rajul Badal
7	Aayushi Darade
8	Snehal Subhash Lohakare
9	Swapnil Sapkal
10	Pooja Vaidkar
11	Sakina Boriwala
12	Saloni Popli
13	Avishkar Mawal
14	Reeshabh Kapoor
15	Rishabh Sinha
16	Kumar Gaurav
17	Sayali Thale
18	Atul Wani
19	Vibhore Sharma
20	Pranay D Nagpure
21	Bhargavi Rao
22	Nikita Anil Alandkar
23	Chaitrali Suresh Pawari

Kindly make it convenient to communicate this message to all selected candidates, Also we will inform you shortly the date and time of the selected candidate's joining.

We would like to congratulate all shortlisted students and welcome them in our Tripstack family!!!.

Thanks & regards,
Rupali Chauhan

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MIT | Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Trip Stack : Campus selections

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MIT | Academy of
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135



Vikas Singh <vssingh@admin.maepune.ac.in>

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Cc: <principal@maepune.ac.in>

Dear Sir,

Trip Stack has selected the following MITAOE students from the campus recruitment process conducted at MIT on 3rd May 2018:

Sr. no.	First Name	Middle Name	Last Name	Branch
1	Avishkar	Raosaheb R Mawal	Mawal	COMPUTER
2	Rishabh	Rakesh Kr. sinha	Sinha	COMPUTER
3	Reeshabh	Sanjay Kapoor	Kapoor	COMPUTER
4	Sayali	Santosh	Thale	COMPUTER
5	Dhanashree	Arun	Nangre	COMPUTER
6	Sayali	Vasudeo M Potdar	Potdar	COMPUTER

Remuneration offered by the company is Rs. 4.00 Lacs CTC per annum.

Forwarding herewith the confirmation mail received from the company in this regard.

Thanking you,

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Rupali Chauhan <rupali.chauhan@flightnetwork.com>
Date: Mon, May 7, 2018 at 7:52 PM
Subject: List of Shortlisted Students _MIT College
To: Director IAC <director.iac@mitpune.edu.in>



136

OK

Reliable
Effective
Innovative

May 08, 2018

Vaishnavi Tenkale
215/B-19, Sant Tukaram Nagar
Nandanvan Colony
Pune - 411039
Mobile: +91 8625998928
Email: vaishnavitenkale@gmail.com

Dear Ms. Tenkale,

We are extremely pleased to offer you employment as a **Trainee – Software Engineer** with REI Systems India Pvt. Ltd. (REI). Your location will be the REI Pune office.

Following are the details of your offer, which we trust you will treat with confidentiality:

The Trainee position is for a 4 months; your monthly stipend for the training period will be Rs. 15,000/- less any applicable deductions. Your continued employment with REI will be dependent upon successful completion of courses and learning objectives as scheduled in the training plan, and any assigned project tasks. Once you successfully complete the training period, you will be offered a permanent position as an Associate Software Engineer with associated salary of Rs. 2.50 lakhs / annum (CTC).

As a trainee, you will be entitled to company paid monthly leave benefit. As a permanent employee post successful completion of training period, you will be entitled to all regular company benefits that include health/medical coverage, paid annual leave and any other.

Please indicate your acceptance of this offer by signing below and return to REI by May 11, 2018. Your requested start date is June 25, 2018.

We welcome you to the REI family and are confident that your employment with REI will offer you many opportunities for professional as well as personal growth. We look forward to you joining and are excited to include you as a part of our growing organization.

Sincerely,

Richa Singh
HR Executive, REI Systems India Pvt. Ltd.

Acceptance Signature

10-5-2018

Date

REI Systems India Pvt. Ltd.
501, IRIZ, Baner Pashan Link Rd., Pune 411021

Achieving Excellence Together



137

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May 08, 2018

Sonali Jadhav
Jadhavwadi, Lane no 8
Near Silver city
Pune - 411062
Mobile: +91 7448072518
Email: sonalijadhav46464@gmail.com

Dear Ms. Jadhav,

We are extremely pleased to offer you employment as a **Trainee – Software Engineer** with REI Systems India Pvt. Ltd. (REI). Your location will be the REI Pune office.

Following are the details of your offer, which we trust you will treat with confidentiality:

The Trainee position is for a 4 months; your monthly stipend for the training period will be Rs. 15,000/- less any applicable deductions. Your continued employment with REI will be dependent upon successful completion of courses and learning objectives as scheduled in the training plan, and any assigned project tasks. Once you successfully complete the training period, you will be offered a permanent position as an Associate Software Engineer with associated salary of Rs. 2.50 lakhs / annum (CTC).

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Sincerely,

Richa Singh
HR Executive, REI Systems India Pvt. Ltd.

Acceptance Signature

Date

REI Systems India Pvt. Ltd.
501, IRIZ, Baner Pashan Link Rd., Pune 411021

Achieving Excellence Together

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

From: **Kavita Gunjal** <kavita.gunjal@advik.co.in>

Date: Thu 7 Jun, 2018, 4:42 PM

Subject: Offer Letter - Advik Hi Tech (GET)

To: <susmitnichat@gmail.com>

Cc: Rahul Bhagwat <rahul.bhagwat@advik.co.in>

To,

Mr. Susmit Nichant

Dhanori,

Pune- 411015

Sub.:- Letter of Offer.

Dear Susmit,

Please refer to your application and subsequent interview you had with us. We are pleased to offer you the position of "**Graduate Engineer Trainee**" in our organization on the terms and conditions agreed at the time of interview. The work location and department will be informed to you on your joining.

You will be paid Rs.3,00,000 Per annum as Cost to Company as per Company prevailing practices.

You are advised to bring the photocopies of following documents at the time of joining the organization. Please also bring original documents for verification.

1. 5 Passport size recent colour photographs.
2. All testimonials since S.S.C. with mark sheet and certificate.
3. Address proof (Ration Card / Passport / Driving Licence / Tel.Bill / Elect.Bill)
4. School Leaving or any other age proof certificate.
5. Experience certificates from the previous employers if any.
6. Relieving Letter from the last employer if any.
7. Pan card, Adhar card and Bank Details (Cancelled Chq, Passbook copy)
8. Medical Report from Registered Practitioner.
9. Any other document which you may feel necessary to be submitted.
10. Adhar Card

You will join our organization on **02-07-2018** after which this offer will stand cancelled. The formal letter of appointment will be issued to you after your joining.

We welcome you to the organization and look forward for a long and successful career with us.

Thanking you,

Yours faithfully,

For ADVIK Hi-Tech Pvt. Ltd.

Kindly send the acceptance of offer by reverting to this mail.

Feel free to contact in case of any query.

Regards,

Kavita Gunjal

Human Resource @ ADVIK

| ADVIK HI-TECH PVT.LTD. |

“Solitaire World” –6th Floor,

Near Renault Showroom, Opposite Supreme HQ,

Mumbai - Bangalore Highway, Baner, Pune - 411 045

Cell : +91-9168002162

Phone : 020-67113434

Email : kavita.gunjal@advik.co.in

URL : <http://www.advik.co.in>



Vikas Singh <vssingh@admin.maepune.ac.in>

Selections at advik

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Sat, May 19, 2018 at 10:58 AM

Following candidates have been for GET position. We will send official job offer letter as per procedure.

1. Mr. Susmit Nichat
2. Mr. Chetan Verma
3. Mr. Akshay Ghodke
4. Mr. Shankar Gotral
5. Mr. Abhijit Mandavgane
6. Mr. Omkar Sawant



Vikas Singh <vssingh@admin.maepune.ac.in>

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5. Mr. Abhijit Mandavgane
6. Mr. Omkar Sawant

(141) OK

ADVIK HI-TECH PVT. LTD. ADVIK

"Solitaire World" Survey No. 36/1/1, 6th Floor, Mumbai - Bangalore Highway,
Baner, Pune - 411 045, Maharashtra, INDIA. +91 20 6711 3434
info@advik.co.in : http://www.advik.co.in CIN No. : U29299PN1998PTC013028

Date: 02/07/2018

To,
Mr. Shankar Gotral
A/P - Gayatri galli, Mukhed,
Nanded - 431715.

Dear Shankar,

With reference to your application for employment and the subsequent interviews you had with us, you are hereby informed that you are appointed as "**Graduate Engineer Trainee**" in our organization with effect from **2nd July 2018** on the following terms and conditions.

1. You will be on training period of one year from 02/07/2018 to 30/06/2019.
2. **Grade and Salary:** - You will be in grade of "L-1" and you will be receiving a salary as per enclosed "Annexure - A".
3. You have accepted to work as a Trainee Engineer in the Factory and agreed to abide by and full-fill the terms and conditions as stated in this appointment order and the provisions of the rules of the company and where the Model Standing Orders of the Industrial Establishment are applicable.
4. Your Training period shall be for **one year** and may be terminated earlier without giving any notice or assigning any reasons. In the absence of any formal extension or termination you will be deemed to be on training.
5. You will be covered under The Employees Provident Fund and Miscellaneous Provisions Act, 1952 as amended from time to time.
6. The above remuneration would be subject to deduction of Tax at source as per the rules of The Income Tax Act, in force from time to time and other statutory deductions.
7. At the end of the training period the Management may, but is not bound to confirm your services. Until you are informed in writing that you are confirmed, you shall continue to remain as trainee as per company prevailing practices and policies.

Shankar

8. During the training and probation period your services may be terminated without any notice or salary in lieu of notice without giving any reason from the either side. However after confirmation you are required to give one month's notice to the company in writing and your physical presence in the company for one month is compulsory. After your confirmation, the company may terminate your services by giving one month's notice or salary in lieu of notice provided, however, that no notice or salary in lieu of notice will be given in case your services are terminated for any misconduct.
9. Your place of posting will be at present allotted location of the company. You are liable to be transferred to another branch, post or place or sister concern whether in existence or may come into existence hereinafter either at the place of posting or any other place where the management may establish / open its office later on. Upon such transfer the rules and regulations of service applicable to you will be same as contained in this letter. When required to work in the sister concern during your normal working hours, no additional payment will be made for such work. It will be your responsibility to make arrangement for your residential accommodation / other arrangement, if any. The Management can shift the place / places of working anywhere in India and in that event you will have to make compliance for working at the place of work. Also the Management can shift the present premises anywhere in India and you will report for work at the shifted place.
10. Where the EMPLOYEE is trained in India or outside India, by company, baring the expenses for the same, that time Employee should execute the service bond with the company. Selection of candidate/s for training, period of training, cost of training, bond period, contents etc. will be sole discrimination of the company. By signing this appointment letter you are accepting the term of signing Bond before training.
11. During your employment you will be subject to the Standing Orders and / or Service regulations applicable from time to time in the establishment, where you are required to work. Your other service conditions will be the same as for other employees in your category in the organization.
12. During the continuance of your employment and thereafter, you shall keep all secrets and will not divulge to any person, firm or Company whatsoever (other than the Directors of the Company or their authorised representatives), secrets or confidential information of any description acquired by you while in our service concerning the business processes of manufacture, business practices or affairs of the company or any of its associates or branches, their customers and suppliers.
13. Intellectual Property Rights: In the event on behalf of the Company, you generate, authors or contribute to any invention, expression, design, goodwill, reputation, trade name, new development device, product, process or method, whether or not registered or applied for and whether or not reduced to practice, any copyrightable work, trademark, or any other intellectual property, any trade secret, any other

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Confidential Information, or any information that gives the Company, an advantage over any competitor, or similar or related developments or information related to the Company's, present or future business (collectively "Intellectual Property"), you acknowledge that all such Intellectual Property is the exclusive property of the Company and/or its clients, as the case may be.

You hereby acknowledge and agree that:

- i. The Company shall be entitled to all right, title and interest in every intellectual property that may be developed and/or created by you during the subsistence of your employment with us.
 - ii. All existing and/or future intellectual property that the Company owns and possesses shall remain under the sole and exclusive ownership of the Company and merely granting an access and/or allowing you, to work upon or further develop such intellectual property shall not be construed as granting any sort of license, assignment or creating any right or interest or co-ownership to you in respect of the said intellectual property or any improvement thereon.
 - iii. During the period of your appointment and even thereafter, you shall not at any time either directly or indirectly:
 - a. Use the intellectual property rights of the Company unless otherwise specifically authorized.
 - b. Communicate to any unauthorized person about any intellectual property rights concerning the Company's business, thereby causing loss to the Company.
 - c. Print, copy, possess or take away any documents or data pertaining to the intellectual property of the Company other than as necessary in the course of your duties.
 - iv. If you become aware of infringement of Company's intellectual property by any of the Company's employees, ex-employees, co-employees, agents, you shall promptly notify the Company about the same and give the Company all reasonable assistance in connection with any proceedings which the Company may institute against any such persons.
 - v. The provisions of this clause shall survive the cessation or termination of your employment with us.
14. Confidentiality: For the purpose of this clause, 'Confidential Information' shall mean and include all non-public and proprietary information, in whatever form (whether tangible, verbally communicated, physically and electronically communicated or disclosed in writing or otherwise including without limitation information disclosed by samples) which has been or will be disclosed by the



Company to you, during the term of your appointment relating to inventions, processes, products, designs, trade secrets, formula and formulations, know-how, technology, test and other data and other information relating to the Company. However, the term "Confidential Information" shall not include information that:

- a. is or become known to the public through no fault of the employee; or
- b. is known by the employee prior to its receipt hereunder; or
- c. Become known to the employee by disclosure from a third party who has the lawful right to disclose the information; or
- d. is subsequently developed by the employee independently who had no knowledge of the confidential information disclosed hereunder, provided always that the employee can demonstrate to the Company's reasonable satisfaction that such employees did not have prior access to the Company's information.

Further:

- a. You acknowledge and agree that nothing contained in this appointment letter shall be construed as granting any confidential information to you, by license or otherwise during the course of your probation or employment.
- b. You shall not during the period of your appointment and even thereafter, either directly or indirectly:
 - i. Disclose and divulge any confidential information to any third Party.
 - ii. Communicate to any third Party or any other unauthorized person or Company any confidential matter concerning the Company or the business.
 - iii. Communicate upon any matter concerning the confidential information to any of the Company's customers, suppliers, bankers, competitors, ex-employees or other persons with whom the Company does the business, except as instructed in the course of your duties.
 - iv. Use the benefit of any trade secret/s of the company.
 - v. Print, copy, possess or take away any confidential information of the Company other than as necessary in the course of your duties.
- c. If you become aware of any breach of confidence by any of the Company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the Company and give the Company all reasonable assistance in connection with any proceedings which the Company may institute against any such persons.
- d. The provisions of this clause shall survive the abandonment or termination of your appointment.



15. You agree and acknowledge that breach of confidentiality and/or intellectual property clauses stated hereinabove may result in an irreparable injury and damage to the Company which will not be adequately compensable in terms of monetary damages. The Company will have remedies available to it at law or in equity to obtain such preliminary, temporary or permanent, mandatory or restraining injunctions, order or decrees as may be necessary to protect the Company against any breach committed by you of the provisions contained herein.
16. Notwithstanding anything contained in clause 13 above, you shall reimburse the Company with liquidated damages and reasonable legal fees and other costs if any, etc. incurred by the Company in enforcing the provisions of this appointment letter.
17. You agree and acknowledge that any disclosure, misappropriation, conversion or dishonest use of the said confidential information shall, in addition to remedies mentioned above make you criminally liable for breach of trust u/s 405 of the IPC and such other offence depending upon the criminal act.
18. During the tenure of your service, you will keep your emoluments secret from other members of this organization and will treat all information coming to you as strictly confidential and the information contained in all documents and papers and other matters relating to the company will not be divulged by you to any person other than those of the management.
19. Upon the termination of your employment, you will return to the company all tools, papers / documents, and any other articles and / or copies thereof belong to the company which may at that time be in your possession.
20. You will not during the continuance of your employment undertake or carry on either alone or in partnership, or directly or indirectly employed or concerned with as principal, agent, clear, assistant, servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
21. During the subsistence of your employment and for a period of 2(two) years immediately following the termination of your employment, you hereby undertake not to directly or indirectly in any manner whatsoever:
 - (i) Serve as an advisor, agent, consultant, director, employee, officer, partner, proprietor or otherwise of any business in competition with the Company's business as conducted by the Company during the course of your employment with the Company;
 - (ii) have any ownership interest in any business in competition with the Company's business as conducted by the Company during the course of your employment with the Company; and

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- (iii) Participate in the organization, financing, operation, management or control of any business in competition with the Company's business as conducted by the Company during the course of your employment with the Company.
22. During the subsistence of your employment and for a period of 2(two) years immediately following the termination of your employment, you hereby undertake not to directly or indirectly in any manner whatsoever:
- (a) induce, or solicit, or entice or procure, any person who is a Company employee, independent contractor or consultant to leave the Company's employment or other working arrangement; or
 - (b) be personally involved to a material extent in (i) accepting into employment or (ii) otherwise engaging or using the services of any person who is a Company employee;
 - (c) Solicit, contact, interfere with, do business with or endeavour to entice away from the Company any Person who is, or was a Client of the Company or was a prospective customer or client of the Company and with whom the Employee had contact.
 - (d) Interact with, solicit, induce, recruit, interview, attempt to hire or encourage any individual to leave the company's employment or endeavour to entice away any of the present/ex-employees, present/ex-consultants and/or present/ex-local/abroad vendors, clients/ customers, players/s of the company, its subsidiaries, affiliates, successors and assigns with a view to start a competing business or work in a competing entity.
 - (e) Solicit, induce, tender for or endeavour to entice away (or make any attempts to do or influence, encourage or assist in doing any of the foregoing acts) from the Company, any contract, project or business or otherwise induce or influence the clients of the Company to terminate their contracts or refuse to renew their contracts with the Company.
23. You agree not to directly or indirectly whether as principal, agent, partner, employee or in any other capacity compete with the business of the Company during the period of employment and for a period of 2(two) year following termination of employment and notwithstanding the cause or reason for termination. The term "not compete" as used herein shall mean that the Employee shall not accept employment or any other engagement with any client of the Company including any customer or associate of that client and that the Employee shall not engage in any business activity in which the Company may substantially involve itself during the term of employment.
24. In the event of the breach of any of the obligations of this clause, the Company reserves its right to obtain such preliminary, temporary or permanent, mandatory

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- or restraining injunctions, order or decrees as may be necessary to protect the Company against such breach by the Employee and shall also be entitled to claim damages and/or compensation from the Employee for the loss of profits, goodwill and any other loss incurred by the Company due to such breach.
25. Absence for a continued period of 8 days (including absence when leave though applied for but not granted and when over stayed for a period of 8 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation.
26. You agree that in the event of Company having a reasonable ground to believe that you are guilty of misconduct, fraud, dishonest act, misappropriation of money, interference, insubordination, unauthorized absence, data theft, confidential information leakage, negligence, incorrect or false information, gross and/or wilful under performance, found competing with the Company or its Affiliates, interacting with the clients, ex-employees of the Company or its Affiliates for any unlawful gains or with any other ulterior motives, causes any loss to the Company or has committed any breach of the provisions of this Appointment letter or any policy/ HR Manual of the Company, the Company shall have a right to terminate your employment services immediately without giving any notice or any monetary compensation
27. The Management shall have the right if require you to subject yourself at any time during your employment with the company to medical examination. If you are not found medically fit, you may be terminated at any time by giving you notice or salary in lieu thereof.
28. You shall at your own expense, indemnify, defend and hold harmless the Company, its subsidiaries, affiliates, successors and assigns, from and against any and all liability suffered or incurred (including but not limited to liabilities, judgments, damages, losses, claims, costs and expenses, including reasonable attorney fees and expenses) or any other loss that may occur, arising from or relating to:
- a. Non-performance, inadequate performance, breach of any of the terms, conditions, covenants, representations, undertakings, obligations or warranties under this appointment letter, or any other policies framed by the Company from time to time;
 - b. Loss, misappropriations, misuse or damage to the documents or instruments of the Company that are in your possession;
 - c. Causation of any damages to the clients/customers of the Company through any of your acts or omissions;
 - d. Contravention of any laws including international law and practices, as may be applicable from time to time, or industry practice;
 - e. Legal risks including but not limited to exposure to fines, penalties, or punitive damages resulting from supervisory actions, as well as private



settlements due to your omissions and commissions.

29. You hereby represents and warrants that all information provided by you (including but not limited to the documents resume, interviews, degree documentations and references) for the purposes of employment with the Company is true and accurate. You further warrants that you are not restricted by any agreement, arrangement, contract, understanding, Court Order or otherwise and has no conflict of interest derived from an employment or other agreement made with any third party. You understand that any misstatement made by you concerning your qualification or agreements made with other parties may be grounds for immediate termination by the Company and thereafter you shall be responsible for any damages that may have been caused to the Company.

30. You will automatically retire without any notice at the age of 60 years.

In case the terms and conditions mentioned hereinabove are acceptable to you in its totality, please sign the duplicate copy of this letter in token of your having understood the aforesaid terms and having accepted the same and return the same to the Management.

We take this opportunity to welcome you to the "ADVIK FAMILY" and hope that your association with us will prove to be of mutual benefit.

For Advik Hi-Tech Pvt. Ltd.,




Yashwant G. Patil
General Manager
Corporate Human Resource

Encl: Annexure - 'A'.

DECLARATION


I, the undersigned, have read and understood all the above terms and conditions thoroughly and properly and undertake to abide by the same strictly, in its totality. I have also received the copy of this order today.



Signature of Employee.

ANNEXURE - A

Sr.	Salary Heads	Amount Rupees	
		Per Month	Per Annum
1	Basic and DA	7,260	87,123
2	House Rent Allowance	4,149	49,784
3	Educational Allowance	1,037	12,446
4	Washing Allowance	1,037	12,446
5	Hostel Allowance	1,037	12,446
6	Transport Allowance	1,037	12,446
7	City Compensatory Allowance	2,074	24,892
8	Medical Allowance	3,112	37,338
9	Stat Bonus	1,400	16,800
	Sub Total (A) :-	22,144	2,65,722
10	Employer's contribution of P.F.	871	10,455
11	ESIC	936	11,233
12	Gratuity	349	4,191
13	Transport	700	8,400
	Sub Total (B) :-	2,856	34,278
	Grand Total of CTC (A + B)	25,000	3,00,000

For Advik Hi-Tech Pvt. Ltd.


Yashwant G. Patil
General Manager
Corporate Human Resources


Employee Signature

1612 OK

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

From: **Kavita Gunjal** <kavita.gunjal@advik.co.in>

Date: Thu 7 Jun, 2018, 4:54 PM

Subject: Offer Letter - Advik Hi Tech (GET)

To: <abhijeetmandavgane123@gmail.com>

Cc: Rahul Bhagwat <rahul.bhagwat@advik.co.in>, roy mathew <mitaoeroy@gmail.com>

To,

Mr. Abhijeet Mandavgane

Pune

Sub.:- Letter of Offer.

Dear Abhijeet,

Please refer to your application and subsequent interview you had with us. We are pleased to offer you the position of **"Graduate Engineer Trainee"** in our organization on the terms and conditions agreed at the time of interview. The work location and department will be informed to you on your joining.

You will be paid Rs.3,00,000 Per annum as Cost to Company as per Company prevailing practices.

You are advised to bring the photocopies of following documents at the time of joining the organization. Please also bring original documents for verification.

1. 5 Passport size recent colour photographs.
2. All testimonials since S.S.C. with mark sheet and certificate.
3. Address proof (Ration Card / Passport / Driving Licence / Tel.Bill / Elect.Bill)
4. School Leaving or any other age proof certificate.
5. Experience certificates from the previous employers if any.
6. Relieving Letter from the last employer if any.
7. Pan card, Adhar card and Bank Details (Cancelled Chq, Passbook copy)
8. Medical Report from Registered Practitioner.
9. Any other document which you may feel necessary to be submitted.
10. Adhar Card

You will join our organization on **02-07-2018** after which this offer will stand cancelled. The formal letter of appointment will be issued to you after your joining.

We welcome you to the organization and look forward for a long and successful career with us.

Thanking you,

Yours faithfully,

For ADVIK Hi-Tech Pvt. Ltd.

Kindly send the acceptance of offer by reverting to this mail.

Feel free to contact in case of any query.

Regards,

Kavita Gunjal

Human Resource @ ADVIK

I ADVIK HI-TECH PVT.LTD.I

"Solitaire World" –6th Floor,

Near Renault Showroom, Opposite Supreme HQ,

Mumbai - Bangalore Highway, Baner, Pune - 411 045

Cell : +91-9168002162

Phone : 020-67113434

Email : kavita.gunjal@advik.co.in

URL : <http://www.advik.co.in>



Vikas Singh <vssingh@admin.maepune.ac.in>

Selections at advik

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Sat, May 19, 2018 at 10:58 AM

Following candidates have been for GET position. We will send official job offer letter as per procedure.

1. Mr. Susmit Nichat
2. Mr. Chetan Verma
3. Mr. Akshay Ghodke
4. Mr. Shankar Gotral
5. Mr. Abhijit Mandavgane
6. Mr. Omkar Sawant

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May 17, 2018

Mr. Pruthviraj Gadhawe
Sr.No.83/18,
Shastrinagar,
Khothrud- 411038.

OFFER OF APPOINTMENT

Dear Mr. Pruthviraj,

This is with reference to the application and subsequent interview you had with us for the position of **"Associate – Marketing"**.

1. We are happy to offer you a position as **"Associate – Marketing"** at our Pirangut, office on the terms and conditions as already discussed and reduced to writing.
2. Please join the services of the company on or before **June 11, 2018**.
3. Formal appointment order will be issued to you on joining our organization.
4. Please sign the duplicate copy of this letter in token of your accepting our offer and return it to us.
5. At the time of joining with us, you are requested to bring following documents:
 - i. Photocopies of certificates of degrees / diplomas that you possess for filling their copies in your personal file with us.
 - ii. Two copies of recent passport size and one copy of stamp size photograph.
 - iii. Photocopies of pan card, driving license, residential electricity bill, ration card, aadhar card etc.
 - iv. You need to sign a service agreement for 3 years with annual minimum rise of 6 %.

WELCOME TO PRESCIENT COLOR LTD.!

Thank you.
Yours truly,

R. K. RATHI
MANAGING DIRECTOR



Regd. Office & Factory
Gat No. 1162, Pirangut, Tal. Mulshi
Pune 412 115, India.
Tel: +91-20-66521509
Fax: +91-20-66521500

Prescient Color Ltd.

www.prescientcolor.com
contact@prescientcolor.com
Corporate Identity No.: U24229PN2006PLC128651

Contact

www.linkedin.com/in/kashinathna
(LinkedIn)

Top Skills

Microsoft Excel
Microsoft Office
Engineering

Honors-Awards

Best Project Associate at HPCL

Kashinath Ahankare

Management Trainee at Rashtriya Chemicals & Fertilizers Limited
Bengaluru

Summary

Graduate Chemical engineer with immense experience in research and development of novel petroleum processes and having expert proficiency in operation of refinery experiments and catalyst testing in High pressure and high temperature Pilot plants, process development and optimization.

Experience

Rashtriya Chemicals & Fertilizers Limited
Management Trainee
May 2021 - Present (1 year 1 month)
Mumbai, Maharashtra, India

Hindustan Petroleum Corporation Limited
Project Associate
April 2018 - October 2020 (2 years 7 months)
Bengaluru, Karnataka, India

- Development of process technologies and in-house catalyst for Hydroprocessing sector in Oil and Gas.
- Conducted 300+ experimental studies in pilot scale plants for data generation & process optimization for scale up studies from pilot plant to refinery scale.
- Experience in trouble shooting issues with plant operation during and after the experiments.
- Successfully completed commissioning of Recycle hydrocracker and Cold flow trickle bed reactor pilot plant
- Conducted HAMS and HAZOP analysis for two HDT pilot plant and Recycle Hydrocracker unit.
- Performed Scale up studies of integrating lab scale and pilot scale projects to commercial scale.
- Expert in Characterization of feed and product with several ASTM methods and RGA analysis of gas sample

- Skills of Inventory management for chemicals, gases and other utilities.
- Projects involved: In-House catalyst development for DHDS process (BS-VI Diesel), De-aromatization of kerosene, Novel designs of reactor internals etc.

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Chemical Engineering · (2015 - 2018)

Bharati Vidyapeeth's Jawaharlal Nehru Institute Of Technology

Diploma in Chemical Engineering · (2012 - 2015)

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Garware Polyester Ltd.

Polyester Film Plant

Aurangabad – Pune Road, P.O. Waluj
Dist. Aurangabad – 431 133. (INDIA)
TEL. : (0240) 2567400, 2567700
FAX : (0240) 2554672

Ref. GPL/AMW/2018

Date: 09th July 2018

Mr. Mandar Manoharrao Lathkar
B-34/1, 'Gurukrupa Niwas', Shivaji Nagar,
Garkheda Parisar, Aurangabad.
M. No. 7391833360

Sub: Offer for Employment

Dear Mr. Lathkar,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "**Engineer - Production**" in our organization at Aurangabad, on salary and benefits as per personal discussion you had with us.

You will be given a formal appointment letter on the day of your joining the services of the Company. On the day of joining duties, you are requested to bring the following certificates and testimonials in original with a photocopy:

- Proof of Age, Educational Qualifications
- Previous Experience & Relieving Letter / Pay slip from last employer (if any)
- Two colored passport size photographs with red background
- Aadhar Card, PAN Card
- Bank Accounts Details (Axis Bank/ICICI Bank or HDFC Bank)
- Medical Certificate from Registered Medical practitioner including ECG, Chest X-ray, blood report etc. Charges for the same will be reimbursed by the Company on production of the receipts.
- You will have to sign non-compete undertaking at the time of joining.

Please make all tests enlisted by the Registered Medical Practitioner. The normal charges towards the same will be reimbursed to you at the day of your joining, on the production of the receipt.

you are requested to join at earliest but not later than **16.07.2018**. Kindly sign the duplicate copy of this letter as a token of your acceptance and acknowledgement of our offer.

Thanking you,

For Garware Polyester Ltd.


C.J. Rathak
Director



CORPORATE OFFICE : WESTERN EXPRESS HIGHWAY, VILE PARLE (E), MUMBAI-400 057
REGD. OFFICE : NAIGAON, POST WALUJ, AURANGABAD – 431 133.
CIN NO. L10889MH1957PLC010889

IB/HR&A/APPT/017-2018
June 20, 2018

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To
Mr. Surendra Jangilwad
Gokul Niwas, in front of Z. P. School,
Pandharwadi,
Dist. Nanded 431806
Email ID: surendrajangilwad@gmail.com
Phone: +91 9552212322

Dear Surendra,

Further to your application for the position of an Apprentice and personal interview you had with us, we are pleased to inform you that you have been selected as an Apprentice (Operations) in our Company on the following terms and conditions:-

1. You will be engaged as an Apprentice with effect from **July 02, 2018** in our factory at Pirangut / Lonand. However, you may be required to work in any of the work locations of the company.
2. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical in-puts on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor. Your appointment as an "Apprentice" is made under the provisions of the Model Standing Orders.
3. You will be paid a stipend of **Rs. 23,000/-** per month during your twelve months training period.
4. You shall undergo training as per the timings and shifts convenient to the Company and you shall devote your full time and attention in concentrating on your training and studies thereof.
5. You will be entitled to twelve days of leave of absence during your training.
6. You will be placed in any shift for the purpose of your on the job training.
7. You will be governed by the rules and regulations of the Company applicable to you from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
8. The Company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.
9. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.
10. Your continuance as a Job Apprentice will be subject to your training performance, work attitude, behaviour, discipline, conduct and punctuality during the training period.

Indus Biotech Private Limited

Registered Office

11. After successful completion of your training you may be considered for absorption on the Company Roll subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.
12. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the Company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the Company to third parties including collaborators, customers and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.
13. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent.
14. You will report for training daily before the scheduled time provided by the Company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.
15. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the Company while undergoing training.
16. Your training or continuation thereof shall be subject to your being found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor for your medical examination and it shall be obligatory on your part to undergo such medical test.
17. Your training or continuation thereof shall be subject to clearance in background verification process of the company.
18. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training except with prior written permission of the management of this Company.
19. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter.
20. This obligation to maintain secrecy shall survive even after the termination /expiry of your contract of employment.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA Page 2 of 3
Tel: +91 20 6478 5063 / 64 | Fax: +91 20 2685 0039 | Email: Info@indusbiotech.com | www.indusbiotech.com

21. If the Company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same to keep the Company indemnified and harmless for such cost etc.
22. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.
23. Please note that during your training period you shall be designated as an "Apprentice" and you shall not claim the status of a workman/ employee during the training period.
24. During the training period, you are not eligible to be covered under the PF, nor under the service tax act nor under the professional tax act.
25. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

Please return the duplicate copy of this appointment letter duly signed as token of acceptance of the appointment along with 2 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Please report for your training at 9:30 am on Monday, July 02, 2018 in the Pirangut factory Human Resource Department.

Warm Regards,

For Indus Biotech Private Limited



Authorized Signatory



I accept the appointment as an Apprentice in your establishment and the terms and conditions mentioned above for my training are acceptable to me and they are binding on me.



Signature of the appointee:-

Name:- Suseendra Jangilwad

Residential Address:-

Cell No.: 9552212322

Date: 22/06/18

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA

Garware Polyester Ltd.

Polyester Film Plant
Aurangabad – Pune Road, P.O. Waluj
Dist. Aurangabad – 431 133. (INDIA)
TEL. : (0240) 2567400, 2567700
FAX : (0240) 2554672

Ref. GPL/AMW/2018

Date: 09th July 2018

Mr. Aniket Rajendra Pachpande
Plot No.14, Sharma Layout, 2nd Bus Stop,
Gopal Nagar, Nagpur.
M. No.7028880760

Sub: Offer for Employment

Dear Mr. Pachpande,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "**Engineer - Production**" in our organization at Aurangabad, on salary and benefits as per personal discussion you had with us.

You will be given a formal appointment letter on the day of your joining the services of the Company. On the day of joining duties, you are requested to bring the following certificates and testimonials in original with a photocopy:

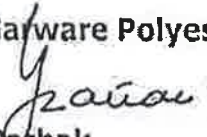
- Proof of Age, Educational Qualifications
- Previous Experience & Relieving Letter / Pay slip from last employer (if any)
- Two colored passport size photographs with red background
- Aadhar Card, PAN Card
- Bank Accounts Details (Axis Bank/ICICI Bank or HDFC Bank)
- Medical Certificate from Registered Medical practitioner including ECG, Chest X-ray, blood report etc. Charges for the same will be reimbursed by the Company on production of the receipts.
- You will have to sign non-compete undertaking at the time of joining.

Please make all tests enlisted by the Registered Medical Practitioner. The normal charges towards the same will be reimbursed to you at the day of your joining, on the production of the receipt.

you are requested to join at earliest but not later than **16.07.2018**. Kindly sign the duplicate copy of this letter as a token of your acceptance and acknowledgement of our offer.

Thanking you,

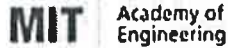
For Garware Polyester Ltd.


C.J. Patil
Director



CORPORATE OFFICE : WESTERN EXPRESS HIGHWAY, VILE PARLE (E), MUMBAI-400 057
REGD. OFFICE : NAIGAON, POST WALUJ, AURANGABAD – 431 133.
CIN NO. L10889MH1957PLC010889

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Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Offer for the position- Sales Executives, from Advance Paints Pvt Ltd.

Snehal (Advance Paints Pvt. Ltd.) <hr1@advancepaints.com>
To: Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Fri, May 18, 2018 at 2:44 PM

Dear Sir,

Congratulation.....!!!!

With reference to the discussions we had, we are pleased to offer as "Sales Executive" in Sales Department with Advance Paints Pvt Ltd.

This has reference to the personal interview we had with our senior management team , we are pleased to offer you the position of "Sales Executive" on the terms and conditions discussed and agreed mutually. You have to report for duty on or before 11th June 2018.

Your detailed appointment letter will be handed over to you at the time of joining.

Below are the candidate for joining on 11th June 2018

1. Gunjan Khaire ✓
2. Nikhil Gomkale ✓

Kindly Acknowledge your acceptance and confirm the Joining date(11th June 2018). If any changes in regards to joining date please get back to us.

I have attached the checklist of documents which is required at the time of joining

Thanks & Regards,

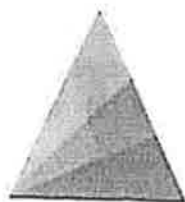
Snehal Mutagikar

HR Department

For Advance Paints Pvt Ltd.

Advance House | Plot- A Ark Indl. Compound | Makwana Road,

Marol Naka | Andheri (East) Mumbai – 400059



ADVANCE PAINTS

CORROSION PROTECTION PROFESSIONALS

June 18, 2018.

Mr. Nikhil Gomkale
R-23, Reshimbag,
Near Magarkar Hospital,
Nagpur- 440009

Dear Nikhil

With reference to the personal interview you had with us, we are pleased to appoint you in our organisation, on the following terms & conditions:

1. **Commencement:** 18th June, 2018.
2. **Status:** "Sales Executive"
3. **Job Responsibilities:** Your duties and responsibilities will be delegated to you by your superiors.
4. **Salary:** Your commencing salary (Including dearness allowance) will be Rs.4,583/- (Rupees Four Five Hundred and Eighty Three Thousand only) per month. Your salary will be reviewed annually.
5. **Probation Period:** You will be on probation for a period of 6 months and Management will have the right to extend the probation period. Unless you are confirmed in writing you will continue to be on probation.
6. **Notice of Termination:** You will be under probation for a period of six months. You have agreed to bind yourself to the company for a period of 24 months from the date of your appointment. You have agreed to execute a Bond wherein terms of your separation from the company before completion of 24 months is enumerated. Termination of employment from your side will be governed by the undertaking Bond given by you. After completion of the said period of 24 months you can leave services of the company by giving 30 days notice. During the period of probation your services are liable to be terminated without any notice and without assigning any reasons. On confirmation, the company reserves the right of terminating your service for unsatisfactory performance any time after the probationary period by giving you 30 days notice.
7. **Other terms and conditions of services:**
 - a) You will not undertake any direct or indirect business or work while in our employment without our written permission.
 - b) You will be liable to be transferred from one Department to another Department or Branches of the Company or at any place throughout India.
 - c) You will carry out instructions given to you by your Superiors properly and satisfactorily to the best of your intelligence, skill and ability.
 - d) The Management will have the right to suspend you without payment, pending enquiry into any act of misconduct committed by you. The Management will also have the power to suspend you by way of punishment and also withhold your income for proved misconduct.

ADVANCE PAINTS PVT. LTD.

Advance House, Plot No. A, Ark Industrial Compound, Makwana Road, Marol Naka, Andheri (East), Mumbai 400 059, India
T: +91 22 28590162/63/64 • F: +91 22 2852 8826 • metashield@advancepaints.com • www.advancepaints.com

A GALIAKOTWALA GROUP COMPANY



Vikas Singh <vssingh@admin.maepune.ac.in>

Selected for opulent

2 messages

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Sat, May 26, 2018 at 4:55 PM

Ms. Nikita S. Agarwal , selected for opulent

All the best!!!

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, May 29, 2018 at 9:43 AM

Ms. Nikita S. Agarwal , shortlisted at opulent for further rounds

Date: 2018-06-17

To,
Amol Patil, Pune.
amol222patil@gmail.com / +91-8600485998.

Sub: Letter for "Accelerated Internship".

Dear Amol,

It was our pleasure talking to you. We are happy to offer you the role of **Accelerated Intern** at Mindstix Software Labs Private Limited, with a stipend of **16,000/- per month (Sixteen Thousand Only)** for the period of 3 months. It is inclusive of all taxes, levies, and employee benefits.

Effective Date of Offer:

This offer is effective from June 17th 2018. We look forward to you joining the organization on June 25th 2018.

Notice Period:

Mindstix Software Labs has a standard notice period of 60 calendar days for all employees (Confirmed / On Probation / Interns).

But in case of consistent under-performance by the employee, the company reserves the right to terminate an offer, with a notice period of 15 working days or for numbers of days you served organization, whichever is lesser.

Paid Leaves:

The company strongly suggests avoiding leaves during the *internship period*, unless absolutely needed, as this would reflect on your performance reviews. If any leaves taken, then it will be consider as LWP (Leave without pay).

Working Location and Schedule:

Your working location will be the company's software development center at at *Amar Neptune, 704/705, 7th Floor, Behind Big Bazar, Baner Road Pune 411045*. The company reserves the right to relocate, if needed, depending on the business needs and circumstances.

The company typically works 5-days a week (Mon-Friday). However you have to work for 6 days a week (Mon-Sat) during your internship tenure with our organization being its "Accelerated Internship Program".


Accepted

Acceptance of NDA and Company Policies:

This offer is subject to your acceptance of the company's standard *non-disclosure agreement* (NDA) and your abidance to the standard company policies.

Roles and Responsibilities:

As a ***Accelerated Intern***, you will be assigned to the following responsibilities:

1. Understanding customer requirements and your project requirements.
2. Regular (Daily / Weekly) interactions with the customer and reporting.
3. Key contributions to the technical Architecture, High-level Design, Low-level Design
4. Coding, Implementation, Unit Testing, Delivery of Modules, Applications and Products.
5. Investigation, R&D of new technology areas.
6. Building customer confidence for ongoing involvement in allocated projects.

Kindly note that this is an indicative list, and you may be assigned additional roles and responsibilities based on the need of the business.

Career Path:

At *Mindstix Software Labs*, we have always believed in building teams of exceptionally high quality, sharp and ambitious engineers.

During the course of your work here at Mindstix, you will be offered exciting opportunities such as: Participating in Presentations, Knowledge-sharing and Creation, Technology Training Programs, Leading Projects, Directly interacting with customers.

We wish you the best in your goal to take a bigger role in the company in the forthcoming future.

Reporting:

You will be directly reporting to our Founder, CEO, Roshan Kulkarni and may be further directed to work with our CTO / Delivery Head / Team Lead as required.

Submission of Documents:

As per the company policy you are required to submit the following documents on your joining day at the company:

- 🕒 Two Recent Passport-sized Photographs.
- 🕒 Photo ID Proof. (Photocopy)



Mindstix Software Labs Pvt. Ltd., India
India: +91 9130072150 | USA: +1 650 331 1141
Email: hr@mindstix.com

- ⌚ Proof of Permanent Address. (Photocopy).
- ⌚ Proof of Local Address (If not the same as #3). (Photocopy)
- ⌚ PAN Card. (Photocopy)
- ⌚ Your degree Certificates and Marksheets. (Photocopies).
- ⌚ Details of your Savings Bank Account where Electronic Salary Transfers are to be setup.

Please carry the originals of the above documents for verification on your joining date.

Please contact us if you may have any further questions with respect to this offer. Kindly return a *counter-signed copy* of this letter to acknowledge your acceptance and you are also requested to confirm your date of joining. We look forward to work on exciting products development with you!

Urmi Chawda
Human Resources,
Mindstix Software Labs Pvt. Ltd.
hr@mindstix.com

153 80
21st June 2018

Sneha Adki
C/O Mr. Shrish Adki
14, Guruswar Peth, Samachar Chowk,
Solapur, Maharashtra - 413002

On behalf of Kattera India, we are pleased to offer you employment as Graduate Trainee Engineer with Kattera Technology Services LLP, hereafter referred as Kattera India, a limited liability partnership incorporated under the Limited Liability Partnership Act, 2008. Following are the terms and conditions subject to the terms set forth herein as well as the terms and conditions specified in the Employment Agreement.

1. You are required to join Kattera India on 25th June 2018, or any such date as is mutually agreed to in writing by you and Kattera India ("Joining Date") and report at 10:00 AM IST. If you accept this offer and fail to join Kattera India by the date mentioned above or any other date mutually agreed by you and Kattera India in writing, this offer shall automatically stand withdrawn.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. Kattera India reserves the right to conduct background verification checks, directly or indirectly, to verify such information and documents. In case of background verification insufficiency, Kattera India reserves the right to withdraw the offer or terminate your employment as determined by Kattera India, in the sole discretion of Kattera India.
3. You will be based at Kattera India's office at Unit no. 301 and 302 at 3rd Floor, Nextgen Avenue building, Off Senapati Bapat road, Pune- 411018, India unless communicated otherwise by Kattera India prior to your joining. You may be called to work at any of Kattera India's establishments or to undertake tours or undertake other assignments in connection with Kattera India's business.
4. You will be on probation for a period of 6 (six) months. After confirmation of your performance through the above period by Kattera India you will be formally employed as a regular employee in accordance with the "Rules of Employment" as determined by Kattera India.
5. Your position shall be of Graduate Trainee Engineer and your roles and responsibilities would be communicated to you by your hiring manager separately at Kattera India.
6. Your annual performance appraisal for next year will be effective from 25th June 2018. It will be based on your performance and your interaction with clients and the Management team, for the appraisal period that is 1st April to 31st March. Any salary increment would be prorated based on your tenure in the first year of your association with Kattera India.

It is a specific term of your appointment that you will not, at any time during your appointment or after termination of your appointment, divulge to any person, firm or corporation, any information received by you during the course of your employment with regard to financial or other affairs of Kattera India and such information shall be kept confidential by you. You shall also not divulge, publish or otherwise reveal any knowledge or information or any facts concerning any ideas, methods, invention, processes or devices used by Kattera India and disclosed to you by reasons of your employment. Failing to comply with this shall attract strict legal action.

1. Your appointment is subject to submitting of copies of all the educational certificates and appointment/experience letters (from previous employers).

2. Please refer to the Annexure for a detailed breakdown of your compensation package.

3. You certify that you are in sound physical and mental health to perform your duties and responsibilities as a part of Katera India and you are not suffering from any diseases that may hinder your work at Katera India.

4. Your employment will be governed by the terms and conditions detailed in Annexure hereto.

5. You shall keep the contents of this offer and any Annexure hereto confidential.

6. This letter supersedes all previous agreements, either written or verbal. If you find the terms of this offer acceptable, please countersign the attached copy of this letter. Your employment with Katera India will be valid subject to your signing Employee Confidentiality and Inventions Agreement after the acceptance of the Offer.

We welcome you to KATERA TECHNOLOGY SERVICES LLP Family, and wish you all the best and a long tenure with us creating a win-win situation for both Katera India and for you.

For KATERA TECHNOLOGY SERVICES LLP

Authorized Signatory

Accepted by:
Sneha Adai

I, undertake that I have read, understood and agreed to the terms and conditions of my appointment with Katera India. The same are acceptable to me and I agree to abide by the same. Additionally, by signing this Offer cum Appointment Letter.

- I consent to the collection, processing, disclosure and transfer of my personal information including my sensitive personal information by Katera India in accordance with the privacy policy of Katera LLP.
- I consent to all reference, background and criminal history checks, as may be deemed necessary by Katera India, and
- I confirm that I have no contractual commitments or other obligations that would prohibit me from being employed by or performing services for Katera Technology Services LLP.

Signature: 

Date: 22-6-18

ANNEXURE

Note:

The compensation structure may be changed by Kalera India, at its sole discretion, from time to time.
Any amounts claimed under Additional Benefits will be subject to deduction of tax at source. The entitlements automatically lapse if not claimed in the respective financial year.

SALARY COMPONENTS DESCRIPTION

1. **Gratuity:**
That the employee shall be eligible to receive gratuity, as applicable under the Payment of Gratuity Act, 1972.

Annexure: Terms and Conditions:

Salary Structure		
Description	Amount in INR	
	Monthly (in INR)	Annual (in INR)
Basic Salary (Note 1)	11,667	140,004
House Rent Allowance	2,667	32,007
Other Allowance (Note 2)	931	11,174
Flexible Allowance (Note 3 and refer Flexible Allowance Table)	2,000	24,000
Gross Salary	17,265	207,205
Employer Contribution to PF (Note 4)	1,400	16,800
CTC	18,665	224,005
Employer Contribution to PF	1,400	16,800
Professional Tax (Note 5)	200	2,400
Labor Welfare Fund (LWF) (Note 6)		96
Net Pay (Note 7)	26,167	313,903
TOTAL CTC	25,167	302,005

Flexible Allowance Table

	Maximum Limit (Monthly)	Maximum Limit (Annual)
Flexible Allowance	2,000	24,000
Telephone & Internet Reimbursement		



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Katterra Services Technology : Campus Selections

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Thu, Jun 14, 2018 at 7:09 PM

Katterra Services Technology LLP, has selected the following three students of MITAOE, from the recruitment process conducted at MIT campus on 12th June 2018.

1. Sneha Adki - BE computer
2. Manali Waikar - BE Mechanical
3. Kiran Nimbalkar - BE I.T.

Remuneration offered by the company is Rs. 3.50 Lacs Per annum CTC.

KATERRA

Katerra Technology Services LLP
Unit No. 301, 302 at 3rd Floor,
Nextgen Avenue Building, Off Senapati Bapat Road,
Shivaji Nagar (Bhamburda), Pune,
Maharashtra - 411016
LLPIN: AAI-2085

21st June 2018

Kiran Nimbalkar
C/O Mr. Goroba Nimbalkar,
SVY No - 20/1, Colony No - 7,
Vijaynagar, Dighi,
Pune, Maharashtra - 411015

On behalf of Katerra India, we are pleased to offer you employment as **Graduate Trainee Engineer** with **Katerra Technology Services LLP**, hereinafter referred to as **Katerra India**, a limited liability partnership incorporated under the Limited Liability Partnership Act, 2008. Following are the terms and conditions subject to the terms set forth herein as well as the terms and conditions specified in the Employment Agreement:-

1. You are required to join Katerra India on **25th June 2018**, or any such date as is mutually agreed to in writing by you and Katerra India ("Joining Date") and report at 10:00 AM IST. If you accept this offer and fail to join Katerra India by the date mentioned above or any other date mutually agreed by you and Katerra India in writing, this offer shall automatically stand withdrawn.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. Katerra India reserves the right to conduct background verification checks, directly or indirectly, to verify such information and documents. In case of background verification insufficiency, Katerra India reserves the right to withdraw the offer or terminate your employment as determined by Katerra India, in the sole discretion of Katerra India.
3. You will be based at Katerra India's office at Unit no. 301 and 302 at 3rd Floor, Nextgen Avenue building, Off Senapati Bapat road, Pune- 411016, India unless communicated otherwise by Katerra India prior to your joining. You may be called to work at any of Katerra India's establishments or to undertake tours or undertake other assignments in connection with Katerra India's business.
4. You will be on probation for a period of 6 (six) months. After confirmation of your performance through the above period by Katerra India you will be formally employed as a regular employee in accordance with the "Rules of Employment" as determined by Katerra India.
5. Your position shall be of **Graduate Trainee Engineer** and your roles and responsibilities would be communicated to you by your hiring manager separately at Katerra India.

Katerra Technology Services LLP is a Limited Liability Partnership

For KATERRA TECHNOLOGY SERVICES LLP

Designated Partner

31/07/2018

6. Your annual performance appraisal for next year will be effective from 25th June 2018. It will be based on your performance and your interaction with clients and the Management team, for the appraisal period that is 1st April to 31st March. Any salary increment would be prorated based on your tenure in the first year of your association with Katerra India.

It is a specific term of your appointment that you will not, at any time during your appointment or after termination of your appointment, divulge to any person, firm or corporation, any information received by you during the course of your employment with regard to financial or other affairs of Katerra India and such information shall be kept confidential by you. You shall also not divulge, publish or otherwise reveal any knowledge or information or any facts concerning any ideas, methods, invention, processes or devices used by Katerra India and disclosed to you by reasons of your employment. Failing to comply with this shall attract strict legal action.

1. Your appointment is subject to submitting of copies of all the educational certificates and appointment/experience letters (from previous employers).
2. Please refer to the Annexure for a detailed breakdown of your compensation package.
3. You certify that you are in sound physical and mental health to perform your duties and responsibilities as a part of Katerra India and you are not suffering from any diseases that may hinder your work at Katerra India.
4. Your employment will be governed by the terms and conditions detailed in Annexure hereto.
5. You shall keep the contents of this offer and any Annexure hereto confidential.
6. This letter supersedes all previous agreements, either written or verbal. If you find the terms of this offer acceptable, please countersign the attached copy of this letter. Your employment with Katerra India will be valid subject to your signing Employee Confidentiality and Inventions Agreement after the acceptance of the offer.

We welcome you to KATERRA TECHNOLOGY SERVICES LLP Family, and wish you all the best and a long tenure with us creating a win-win situation for both Katerra India and for you.

For KATERRA TECHNOLOGY SERVICES LLP
For KATERRA TECHNOLOGY

Vinod Agasthi
Designated Partner

Authorized Signatory

Accepted by:

Kiran Nimbaikar

I, undertake that I have read, understood and agreed to the terms and conditions of my appointment with Katerra India. The same are acceptable to me and I agree to abide by the same. Additionally, by signing this Offer cum Appointment Letter.

Kiran
11/07/2018

- I consent to the collection, processing, disclosure and transfer of my personal information, including my sensitive personal information by Katerra India in accordance with the privacy policy of Katerra LLP.
- I consent to all reference, background and criminal history checks, as may be deemed necessary by Katerra India, and
- I confirm that I have no contractual commitments or other obligations that would prohibit me from being employed by or performing services for Katerra Technology Services LLP.

Signature: 

Date: 11/07/2018

Annexure

Note:

- The compensation structure may be changed by Katerra India, at its sole discretion, from time to time.
- Any amounts claimed under Additional benefits will be subject to deduction of tax at source. The entitlements automatically lapse if not claimed in the respective financial year.

SALARY COMPONENTS' DESCRIPTION:

1. **Gratuity:**
That the employee shall be eligible to receive gratuity, as applicable under the Payment of Gratuity Act, 1972.

Annexure: Terms and Conditions:

Salary Structure		
Description	Amount in INR	
	Monthly (in INR)	Annual (in INR)
Basic Salary (Note 1)	11,667	140,004
House Rent Allowance	4,667	56,002
Other Allowance (Note 2)	9,433	113,194
Flexible Allowance (Note 3 and refer Flexible Allowance Table)	2,000	24,000
Gross Salary	27,767	333,200
Employer Contribution to PF (Note 4)	1,400	16,800
CTC	29,167	350,000
Employee Contribution to PF	1,400	16,800
Professional Tax (Note 5)	200	2,400
Labor Welfare Fund (LWF) (Note 6)		96
Net Pay (Note 7)	26,167	313,903
TOTAL CTC	29,167	350,000

For KATERRA TECHNOLOGY SERVICES LLP


Designated Partner

Flexible Allowance table:

Flexible Allowance	Maximum Limit (Monthly)	Maximum Limit (Annual)
Telephone & Internet Reimbursement	2,000	24,000

Note 1: Basic Salary is 40% of the CTC.

Note 2: Other allowance is calculated after deducting Basic Salary, HRA, flexible allowance and Employer Contribution to PF from Total CTC.

Note 3: Flexible allowances are tax saving benefits provided by the organization. In order to save taxes, the employee is required to provide bills for the same amount during the fiscal year. The amount pertaining to telephone & internet reimbursement, will be provided on monthly basis after the employee provides the bills.

Note 4: Employer contribution to PF will be deposited directly into employee's PF Account, hence will not form part of monthly Gross Salary.

Note 5: Professional Tax (P.T.) will be paid to government of India at the rate of INR 200 monthly however in the month of February it is paid at INR 300.

Note 6: Annually INR 86 would be deducted (INR 48, Half Yearly) as part of Labor Welfare Fund.

Since Professional Tax (PT) will be deducted INR 100 additionally in the month of February and INR 86 would be deducted as part of Labor Welfare Fund, therefore, there would be a difference of INR 196 in Net Take Home in comparison between annual and monthly salary break up.

Note 7: From the net take home salary, TDS will further be deducted. Amount of TDS will depend upon the tax slab, to which you belong to. This will also depend upon the investment declaration, which you will do in given financial year.

Other terms and Conditions

1. Employee will bear all the taxes.
2. Management's decision will be final in all the CTC matters, ambiguities, bonuses allotment etc.
3. All bonuses are paid towards the end of the CTC year.
4. Notice Period will be 1 month.
5. Medical Insurance cost is not included in the CTC.

Tax Exemption

1. HRA 100% Exempt
2. Taxable salary is excluding chapter-VI deduction

For KATERRA TECHNOLOGY SERVICES LLP



Designated Partner

Handwritten signature
11/07/2018

1. You may be transferred or seconded or deputed to any of Kattera India's other offices, subsidiaries or affiliates in India or abroad. Kattera India may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of Kattera India. While in the service of Kattera India you shall not, without the express written permission of your reporting manager, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

3. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by Kattera India in future, and any modifications thereof or additions thereto, as may be declared by Kattera India from time to time. In the event of any conflict between the terms of your offer letter (including any Annexures thereto) and any policy, rules, regulations or procedures of Kattera India, the terms of the latter shall prevail.

4. **Termination by Kattera India** – Kattera India may terminate your services at any time with or without Cause subject to the following:

If Kattera India terminates your services without Cause during probation period - It shall (a) provide you notice of 15 days or such other period stated in Kattera India's policy prevailing at the time of such termination, or (b) pay you an amount equivalent to 15 days fixed salary for the shortfall in such notice period.

If Kattera India terminates your services without Cause - It shall (a) provide you notice of 1 month or such other period stated in Kattera India's policy prevailing at the time of such termination, or (b) pay you an amount equivalent to the monthly fixed salary for the shortfall in such notice period.

If Kattera India terminates your services with Cause - Your services may be terminated by Kattera India without notice for Cause, as outlined in Kattera Employee Handbook. "Cause" shall include but not be limited to:

- a) Your breach of any of these terms or any other agreement signed by you with Kattera India, or
- b) Your breach of Kattera India code of conduct, policies, rules, regulations and procedures, or
- c) Kattera India's background check reveals discrepancies in the information or documents provided by you to Kattera India during the recruitment process, or
- d) Kattera India finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, and will follow the process as entered in the Employee Handbook.
- e) Any act or omission by you that may have the effect of injuring the reputation or business of Kattera India or causing loss to Kattera India, or
- f) Your Unauthorized absence from work, or
- g) Your insubordination, as outlined in the Employee Handbook
- h) Your misconduct or gross misconduct

For KATERRA TECHNOLOGY SERVICES LLP

Designated Partner

Handwritten signature
11/07/2018

5. **Termination by Employee:**

In the event the Employee decides to terminate this Agreement anytime during the Employment Term (including the Probation Period, if any), he may do so by tendering his resignation in the form of 1 (One) month's written notice. The employee serving the notice period is not encouraged to take any time off during the notice period. In exceptional cases, if the employee is availing any time off, the notice period would be extended by the days the employee avails the time off for Kattera India. Only in the extreme case of medical emergency, you can surrender one month's salary in lieu notice. The decision will be absolutely on discretion of Kattera India. Kattera India reserves the right to hold your relieving in case the project's delivery is dependent on you for an extended period of 1 month in addition to 2 months or until your replacement is found by Kattera India. The final decision in this case will be of Kattera India's Management.

6. Upon termination of services you shall return to Kattera India all books, papers, data (including software, CDs, logins) or any other documents/information and equipment which may have been entrusted to, or be in your care and custody during your employment.
7. Without prejudice to the other rights that Kattera India may have under these terms, Kattera India may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
8. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. Kattera India may deduct such tax liability or any amounts owed by you to Kattera India from your salary or from any other amounts payable by Kattera India to you.
9. If you have to undergo any specialized training arranged by Kattera India, you shall execute a training agreement, if Kattera India so requires.
10. Without prejudice to other rights available to Kattera India under these terms or any other agreement executed by you, you will reimburse Kattera India for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with Kattera India or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse Kattera India, any amounts paid to you that are not part of the compensation described in Annexure A or Kattera India's standard benefits published on Kattera India's intranet, if you resign from Kattera India or your services are terminated by Kattera India for Cause within 12 months from the date of your joining.
11. The validity, construction, interpretation and performance of these terms shall be governed by Indian laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.
12. That the Employee's right to compensation shall immediately cease upon the termination of his employment with the LLP.

For KATTERA TECHNOLOGY SERVICES LLP

Designated Partner

Final
11/07/2018

Schedule 1 to Annexure

It is mandatory that you bring the following documents on the date of joining.

- a) All Original Certificates (from SSC onwards) and mark sheets (including all semesters) and photocopies of the same.
- b) Your PAN Card
- c) Any Identity Proof - Aadhar Card/Passport/Driving License/Voter's card
- d) Two passport size color photographs with white background.
- e) Relieving and Experience letters from previous employers

You are required to get originals of the above for verification and submit the photocopies only.


* Note: You also need to sign an NDA (non-disclosure agreement) and code of conduct, which would be provided to you separately post your joining formalities.

I have been clearly explained and have understood the above pay package and I accept it

Date: 11/07/2018

Sign: 
11/07/2018

FOR KATERATECHNOLOGY SERVICES LLP


Designated Partner

156



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: NPAV: Campus Selections_2018 Batch

2 messages

Anil Kumar <anilpacha@gmail.com>
 To: Vikas Singh <vssingh@admin.maepune.ac.in>
 Cc: roy mathew <mitaoeroy@gmail.com>

Fri, Feb 22, 2019 at 2:51 PM

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

From: Anil Kumar <anilpacha@gmail.com>
 Date: Mon, Jun 11, 2018 at 2:23 PM
 Subject: NPAV: Campus Selections_2018 Batch
 To: roy mathew <mitaoeroy@gmail.com>
 Cc: <principal@maepune.ac.in>

Dear Sir,

Net Protector Antivirus (NPAV) has selected two more students of MITAOE :

1. Rishi Bagul- BE Computer
2. Amol Bhawe - BE Computer

Earlier the company has selected three students of MITAOE.

Thanking you,

Regards,

Anil Kumar Pacha
 Training & Placement

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

From: MIT Group Placement office <tpo@mitpune.edu.in>
 Date: Mon, Jun 11, 2018 at 2:04 PM
 Subject: NPAV: Selections_2018 Batch
 To:

Following are the two more students selected by NPAV for the post of Software Developer.

1. Rushi Bagul
2. Amol Bhawe

Contact details of all the 5 selected students for creating a whats-app group.

Sr. no.	First Name	Middle Name	Last Name	User Name	Gender	Mobile Number	Email	College Name	Degree	Branch
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3	Anand	Balkrushna	Fakatkar	B303182929	Male	8237516939	aanandf@gmail.com	MITAOE	BE	COMPUTER
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5	Vishwas	Hanumanta	Chaugule	B303184227	Male	7507017892	chaugule1369vish@gmail.com	MITAOE	BE	COMPUTER

Training & Placement Office
 MIT Group of Engineering Colleges, Pune

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

From: MIT Group Placement office <tpo@mitpune.edu.in>
 Date: Thu, Jun 7, 2018 at 1:14 PM
 Subject: NPAV: Selections
 To: MIT Group Placement office <tpo@mitpune.edu.in>

Dear Students,

Following are the students selected by NPAV for the post of Software Developer.
 We Congratulate the selected candidates and wish them all the best in their future endeavors.

1. Anand Fakatkar
2. Vishwas Chougule
3. Jitesh Chaudhari

Note:

1. All the concerned students of MITAOE should report in their placement office and complete the placement formality.
2. The interview for the balanced students are still in process. We will communicate the selections shortly.

Training & Placement Office
MIT Group of Engineering Colleges, Pune

roy mathew <mitaoeroy@gmail.com>

Fri, Feb 22, 2019 at 6:15 PM

To: Anil Kumar <anilpacha@gmail.com>

Cc: Vikas Singh <vssingh@admin.maepune.ac.in>

This mail doesn't help for NBA purpose. They want original correspondence or offer letter.

[Quoted text hidden]



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: NPAV JOINING DATE OF CANDIDATES

2 messages

Fri, Feb 22, 2019 at 2:52 PM

Anil Kumar <anilpacha@gmail.com>
To: Vikas Singh <vssingh@admin.maepune.ac.in>
Cc: roy mathew <mitaoeroy@gmail.com>

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

From: HR Jancy <jobs@npav.net>
Date: Tue, Jul 3, 2018 at 3:49 PM
Subject: JOINING DATE OF CANDIDATES
To: <director.iac@mitpune.edu.in>, <hemant.mali@mitcoe.edu.in>
Cc: jobs <jobs@npav.net>

Hello Sir,

Greetings from NPAV!!!

Congratulations!!!

We are pleased to inform you that we have selected the candidates from your esteemed institutes and their joining date is given below;

SR NO.	NAME OF CANDIDATES	JOINING DATE
1	Rushi Bagul	7 th July 2018
2	Amol Bhawe	7 th July 2018
3	Jitesh Chaudhari	10 th July 2018
4	Anand Fakatkar	10 th July 2018
5	Vishwas Chougule	12 th July 2018

2/27/2019 12:32 PM

roy mathew <mitaoeroy@gmail.com>
To: cmd@mitaoe.ac.in

Fri, Feb 22, 2019 at 6:13 PM

[Quoted text hidden]

157



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: NPAV: Campus Selections_2018 Batch

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 Training & Placement

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Training & Placement Office
 MIT Group of Engineering Colleges, Pune

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158



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161

OK



JR46959/P/GL/14-June-2018

To:
Gautam Jha,
Pune.

Subject: Offer of Employment

Dear Gautam,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Associate Engineer – Product Development
Grade	F0
Location	Full time at Pune
Probation Period	Twelve Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	18 June 2018

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 27,132
Performance Bonus	: Rs. 24,419
Total Compensation	: Rs. 350,000
Cost To Company	: Rs. 370,295

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

FIS Solutions (India) Private Limited
(Formerly known as SunGard Solutions (India) Private Limited)
Upper Ground Floor to 7th Floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune
411007 • INDIA
Office +91-20-6729-1000

Registered Office: S-405(LGF), Greater Kailash Part II • New Delhi 110048 • INDIA

CIN: U72200DL1993PTC330116

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,



Mihir Kumar Chatterjee
Senior Manager – Human Resources

*I, **Gautam Jha**, hereby agree to the terms and conditions stated above and will join on or before **18 June 2018**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:

FIS Solutions (India) Private Limited
(Formerly known as SunGard Solutions (India) Private Limited)
Upper Ground Floor to 7th Floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune
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CIN: U72200DL1993PTC330116

ANNEXURE – A

Name	Gautam Jha
Designation	Associate Engineer – Product Development

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,100	181,200
House Rent Allowance	7,550	90,600
Flexi Benefit Plan [^]	2,670	32,037
<u>Employer's contribution to Provident Fund @ 12% of Basic Salary</u>	1,812	21,744
TOTAL FIXED PAY (A)	27,132	325,581
PERFORMANCE BONUS (B) *		24,419
TOTAL COMPENSATION (A+B)		350,000
<u>ANNUAL BENEFITS (C)</u>		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	8,716	
Premium paid by the employer for GHMI**	11,400	
Premium paid by the employer for GPA**	179	
COST TO COMPANY (A+B+C)	370,295	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

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CIN: U72200DL1993PTC330116

OK

FIS

JR43742/P/GL/15-June-2018

To:

Diksha Gurnale,
Pune.

162

Subject: Offer of Employment**Dear Diksha,**

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Associate Engineer – Product Support
Grade	F0
Location	Full time at Pune
Probation Period	Twelve Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	18 June 2018

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 31,008
Performance Bonus	: Rs. 27,907
Total Compensation	: Rs. 400,000
Cost To Company	: Rs. 420,320

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

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Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,



Mihir Kumar Chatterjee
Senior Manager – Human Resources

*I, **Diksha Gurnale**, hereby agree to the terms and conditions stated above and will join on or before **18 June 2018**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:

FIS Solutions (India) Private Limited
(Formerly known as SunGard Solutions (India) Private Limited)
Upper Ground Floor to 7th Floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune
411007 • INDIA
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Registered Office: S-405(LGF), Greater Kailash Part II • New Delhi 110048 • INDIA

CIN: U72200DL1993PTC330116

ANNEXURE – A

Name	Diksha Gurnale
Designation	Associate Engineer – Product Support

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,100	181,200
House Rent Allowance	7,550	90,600
Flexi Benefit Plan [^]	6,546	78,549
<u>Employer's contribution to Provident Fund @ 12% of Basic Salary</u>	1,812	21,744
TOTAL FIXED PAY (A)	31,008	372,093
PERFORMANCE BONUS (B) *		27,907
TOTAL COMPENSATION (A+B)		400,000
<u>ANNUAL BENEFITS (C)</u>		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	8,716	
Premium paid by the employer for GHMI**	11,400	
Premium paid by the employer for GPA**	204	
COST TO COMPANY (A+B+C)	420,320	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

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CIN: U72200DL1993PTC330116



Vikas Singh <vssingh@admin.maepune.ac.in>

Selections @ Metafold

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, May 29, 2018 at 9:36 AM

Mr. Sumit khanvilkar & Pingale Dnyanesh Ganptroa has been selected in Metafold Engineering pvt Ltd

All the Best !!!



Vikas Singh <vssingh@admin.maepune.ac.in>

Selections @ Metafold

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, May 29, 2018 at 9:36 AM

Mr. Sumit khanvilkar & Pingale Dnyanesh Ganptroa has been selected in Metafold Engineering pvt Ltd

All the Best !!!

RELIANCE**MONEY****ORDER OF APPOINTMENT****STRICTLY PRIVATE & CONFIDENTIAL****Date: 21st June 2018**

Rahul Raj
Flat No.602,
Premsai Apartment,
Moshi Road, Alandi,
Jharkand-412105

Dear Rahul,

With reference to our offer dated 15th June 2018 and your subsequent acceptance of the same, we are pleased to appoint you at **Reliance Commercial Finance Limited as Assistant Manager – Technology - IT** in Grade IL-5. Your date of joining is 21st June 2018. The following terms and conditions will be applicable to you:

01. PLACE OF POSTING:

Your posting will be at **Mumbai, India.**

However, during employment with the Company and for business exigencies, you may be posted/ transferred to any of the offices / projects / divisions / departments / units of the Company or any of the Group companies, associates or affiliates either existing or to be set up anywhere in India or abroad, without any additional remuneration and / or without assigning any reasons.

02. SALARY & ALLOWANCES:

Your Annual Cost to Company (CTC) will be **Rs. 3,50,000/- (Rupees Three Lakhs Fifty Thousand Only)**, which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependant on performance / conduct and in no case shall be construed to be a matter of right.

In addition to the above mentioned CTC, you will also be eligible for the performance based variable pay as per the Company policy.

You should satisfactorily complete the Final year exam that you are pursuing in your respective institute/ college by August 2018. In the event that you are unable to complete your Final year exam, this offer will stand null and void.

Unless otherwise specified, any reimbursements, in the form of relocation expenses / notice pay or payment of sign-on bonus, will be fully recovered if your employment with the Company ceases within a year of joining. Any payment made, in the form of relocation expenses / notice pay or payment of sign-on bonus will be taxed as per income tax rules.

Reliance Commercial Finance Limited
(Formerly Reliance Gilts Limited)

Registered Office: Reliance Centre, 6th Floor, South Wing, Off Western Express Highway, Santacruz (East), Mumbai - 400055
T +91 22 3303 6000 / F +91 22 3303 6662 / Service Queries: 022-39484900, 044-30787400.
www.reliancecf.com / customercare@reliancecommercialfinance.com

CIN: U66010/MH2000PLC128301

The brand **Reliance Money** is presented by Reliance Commercial Finance Limited (Formerly Reliance Gilts Limited).
Reliance Commercial Finance Limited is a Reliance Capital Limited Company.

A RELIANCE CAPITAL COMPANY

07. DUTIES AND RESPONSIBILITIES:

- i. Your duties are entirely managerial in nature and the Company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- ii. You will devote your entire time to the work of the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Company in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
- iii. You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.
- iv. You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes; technical know-how, security arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee.
- v. You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.
- vi. You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or in favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof. You are specifically made aware that you will not be entitled to any compensation for such act of yours, and that any rewards which the Company may choose to bestow upon you will not create any proprietary rights in your favor.
- vii. You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- viii. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

RELIANCE

MONEY

- current salary (Base Pay + Choice Pay). The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- ix. Your appointment is also liable to termination in the event of the verification of your character, antecedents and testimonials are not found satisfactory. In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
 - x. In case you join the Company in the absence of the relieving order from your previous employer, you shall do so at your own risk and undertake to keep the Company indemnified for all loss / damage by your such act.
 - xi. In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the jurisdiction of the relevant courts of law at Mumbai.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with any one. You are requested to initial (on all pages) and sign (in the space herein below) and return the enclosed copy in acceptance of the terms and conditions incorporated herein above.

With best wishes for your assignment.

Sincerely yours,
For Reliance Commercial Finance Limited



Nimesh Chonkar
National Manager - Human Resources

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

NAME: Rahul Kumar Raj

SIGNATURE: RK

DATE: 21/06/2018



Vikas Singh <vssingh@admin.maepune.ac.in>

selection @ Mandify

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Wed, Jun 6, 2018 at 9:33 AM

Mandify has selected **Aditya** in the final round of interview

All the best !!!!



GE India Industrial Pvt Ltd.

Plot A- 78/1, Chakan MIDC- Phase II,
Village- Vasuli, Taluka – Khed,
Pune-410501. India.
Tel: + 91 2135 620000
Fax: + 91 2135 620010
CIN: U31500DL1992PTC194724
Website: www.ge.com

July 9, 2018

POOJA PANDURANG JADHAV
Pune

Subject: Graduate Engineer Trainee

Dear POOJA,

With reference to your application and subsequent interview, we are pleased to engage you as "Graduate Engineer Trainee" on the following terms and conditions.

You will be engaged as Graduate Engineer Trainee for a period of 1 year (From 23-July-2018 to 22-July-2019). This offer is subject to satisfactory background verification, reference check and completion of Degree course.

1. The hours of work will be as any regular workmen. You will be entitled to any holiday as are applicable to any regular workman.
2. You are entitled for 12 days leave during the training period.
3. Your conduct and performance during the training period will be evaluated continuously. At any point of time should management find your conduct, performance or discipline unsatisfactory, your training shall be terminated without any notice or payment whatsoever.
4. It is expressly understood that the completion of training does not necessarily entitle you to permanent employment in the company.
5. You shall not engage in any vocation outside the company during the period of your apprentice training with us.
6. You will endeavor to put in your best efforts during the training period to acquire the requisite degree of proficiency in such skills you will be trained on.
7. This assignment is based on the information given by you in your application form. If it is found that this information is false then this training will be terminated.
8. You will abide by all rules and regulations that are in force from time to time in the company.

9. During the period of training, you will be paid annually stipend of Rs.3,00,000/- only.

Fixed Stipend (In Rs.)	Rs.3,00,000/-
---------------------------	---------------

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,
For GE India Industrial Pvt. Ltd.

Saurabh Choudhary
Human Resource Manager

Note: "You hereby agree that this offer of training and issue of an appointment letter to you shall be subject to GE/the Company obtaining a clear and positive background check of yourself satisfying relevant criteria outlined by GE/the Company. You further agree that GE/the Company reserves the right to terminate the offer of employment, without further notice to you, if such clear and positive background check is not obtained in relation to you."

I have read, understood the terms of my training and they are acceptable to me.

Signature:



Date: 12/07/2018



GE India Industrial Pvt Ltd.

Plot A-78/1, Chakan MIDC Phase II,
Village- Vasuli, Taluka – Khed,
Pune-410501. India.
Tel: + 91 2135 620000
Fax: + 91 2135 620010
CIN: U31500DL1992PTC194724
Website: www.ge.com

July 9, 2018

Pratiksha suresh dere
Pune

Subject: Graduate Engineer Trainee

Dear Pratiksha,

With reference to your application and subsequent interview, we are pleased to engage you as "Graduate Engineer Trainee" on the following terms and conditions.

You will be engaged as Graduate Engineer Trainee for a period of 1 year (From 23-July-2018 to 22-July-2019). This offer is subject to satisfactory background verification, reference check and completion of Degree course.

1. The hours of work will be as any regular workmen. You will be entitled to any holiday as are applicable to any regular workman.
2. You are entitled for 12 days leave during the training period.
3. Your conduct and performance during the training period will be evaluated continuously. At any point of time should management find your conduct, performance or discipline unsatisfactory, your training shall be terminated without any notice or payment whatsoever.
4. It is expressly understood that the completion of training does not necessarily entitle you to permanent employment in the company.
5. You shall not engage in any vocation outside the company during the period of your apprentice training with us.
6. You will endeavor to put in your best efforts during the training period to acquire the requisite degree of proficiency in such skills you will be trained on.
7. This assignment is based on the information given by you in your application form. If it is found that this information is false then this training will be terminated.
8. You will abide by all rules and regulations that are in force from time to time in the company.

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Fixed Stipend (In Rs.)	Rs.3,00,000/-
---------------------------	---------------

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,
For GE India Industrial Pvt. Ltd.

Saurabh Choudhary
Human Resource Manager

Note: "You hereby agree that this offer of training and issue of an appointment letter to you shall be subject to GE/the Company obtaining a clear and positive background check of yourself satisfying relevant criteria outlined by GE/the Company. You further agree that GE/the Company reserves the right to terminate the offer of employment, without further notice to you, if such clear and positive background check is not obtained in relation to you."

I have read, understood the terms of my training and they are acceptable to me.

Signature:

Pratiksha

Date: 12/7/18

Pratiksha

IB/HR&A/APPT/016-2018
June 20, 2018

169

To
Mr. Manendra Kumar
Samaridhi Niketan,
Indrapuri Road No. 15,
Patna, Bihar
Email ID: manendra088@gmail.com
Phone: +91 9431274725

Dear Manendra,

Further to your application for the position of an Apprentice and personal interview you had with us, we are pleased to inform you that you have been selected as an Apprentice (Operations) in our Company on the following terms and conditions:-

1. You will be engaged as an Apprentice with effect from **July 02, 2018** in our factory at Pirangut / Lonand. However, you may be required to work in any of the work locations of the company.
2. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical in-puts on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor. Your appointment as an "Apprentice" is made under the provisions of the Model Standing Orders.
3. You will be paid a stipend of **Rs. 23,000/-** per month during your twelve months training period.
4. You shall undergo training as per the timings and shifts convenient to the Company and you shall devote your full time and attention in concentrating on your training and studies thereof.
5. You will be entitled to twelve days of leave of absence during your training.
6. You will be placed in any shift for the purpose of your on the job training.
7. You will be governed by the rules and regulations of the Company applicable to you from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
8. The Company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.
9. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.
10. Your continuance as a Job Apprentice will be subject to your training performance, work attitude, behaviour, discipline, conduct and punctuality during the training period.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA Page 1 of 3

11. After successful completion of your training you may be considered for absorption on the Company Roll subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.
12. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the Company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the Company to third parties including collaborators, customers and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.
13. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent.
14. You will report for training daily before the scheduled time provided by the Company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.
15. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the Company while undergoing training.
16. Your training or continuation thereof shall be subject to your being found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor for your medical examination and it shall be obligatory on your part to undergo such medical test.
17. Your training or continuation thereof shall be subject to clearance in background verification process of the company.
18. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training except with prior written permission of the management of this Company.
19. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of Intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter.
20. This obligation to maintain secrecy shall survive even after the termination /expiry of your contract of employment.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA

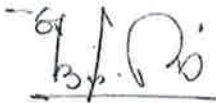
21. If the Company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same to keep the Company indemnified and harmless for such cost etc.
22. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.
23. Please note that during your training period you shall be designated as an "Apprentice" and you shall not claim the status of a workman/ employee during the training period.
24. During the training period, you are not eligible to be covered under the PF, nor under the service tax act nor under the professional tax act.
25. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

Please return the duplicate copy of this appointment letter duly signed as token of acceptance of the appointment along with 2 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Please report for your training at 9:30 am on Monday, July 02, 2018 in the Pirangut factory Human Resource Department.

Warm Regards,

For Indus Biotech Private Limited





Authorized Signatory

I accept the appointment as an Apprentice in your establishment and the terms and conditions mentioned above for my training are acceptable to me and they are binding on me.

Signature of the appointee:- Mahendra Kumar

Name:-

Residential Address:-

Cell No.:

Date: 29/06/2018

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA

IB/HR&A/APPT/014-2018
June 20, 2018

(170)

To
Mr. James Ghodke
C-32, Utkarsh Nagar Soc.,
Hadapsar, Pune - 411028
Email ID: jamesjstark07@gmail.com
Phone: +91 8793606485

Dear James,

Further to your application for the position of an Apprentice and personal interview you had with us, we are pleased to inform you that you have been selected as an Apprentice (Operations) in our Company on the following terms and conditions:-

1. You will be engaged as an Apprentice with effect from **July 02, 2018** in our factory at Pirangut / Lonand. However, you may be required to work in any of the work locations of the company.
2. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical in-puts on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor. Your appointment as an "Apprentice" is made under the provisions of the Model Standing Orders.
3. You will be paid a stipend of **Rs. 23,000/-** per month during your twelve months training period.
4. You shall undergo training as per the timings and shifts convenient to the Company and you shall devote your full time and attention in concentrating on your training and studies thereof.
5. You will be entitled to twelve days of leave of absence during your training.
6. You will be placed in any shift for the purpose of your on the job training.
7. You will be governed by the rules and regulations of the Company applicable to you from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
8. The Company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.
9. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.
10. Your continuance as a Job Apprentice will be subject to your training performance, work attitude, behaviour, discipline, conduct and punctuality during the training period.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA

Page 1 of 3



11. After successful completion of your training you may be considered for absorption on the Company Roll subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.
12. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the Company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the Company to third parties including collaborators, customers and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.
13. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent.
14. You will report for training daily before the scheduled time provided by the Company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.
15. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the Company while undergoing training.
16. Your training or continuation thereof shall be subject to your being found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor for your medical examination and it shall be obligatory on your part to undergo such medical test.
17. Your training or continuation thereof shall be subject to clearance in background verification process of the company.
18. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training except with prior written permission of the management of this Company.
19. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter.
20. This obligation to maintain secrecy shall survive even after the termination /expiry of your contract of employment.
21. If the Company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same to keep the Company indemnified and harmless for such cost etc.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA Page 2 of 3
Tel: +91 20 2470 5000 / 2471 Fax: +91 20 2595 0020 Email: info@indusbiotech.com | www.indusbiotech.com

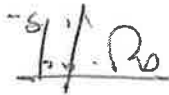
22. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.
23. Please note that during your training period you shall be designated as an "Apprentice" and you shall not claim the status of a workman/ employee during the training period.
24. During the training period, you are not eligible to be covered under the PF, nor under the service tax act nor under the professional tax act.
25. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

Please return the duplicate copy of this appointment letter duly signed as token of acceptance of the appointment along with 2 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Please report for your training at 9:30 am on Monday, July 02, 2018 in the Pirangut factory Human Resource Department.

Warm Regards,

For Indus Biotech Private Limited



Authorized Signatory

I accept the appointment as an Apprentice in your establishment and the terms and conditions mentioned above for my training are acceptable to me and they are binding on me.

Signature of the appointee:  21/06/18

Name:-

Residential Address:-

Cell No.:

Date:

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA

Page 3 of 3

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IB/HR&A/APPT/017-2018
June 20, 2018

To
Mr. Surendra Jangilwad
Gokul Niwas, in front of Z. P. School,
Pandharwadi,
Dist. Nanded 431806
Email ID: surendrajangilwad@gmail.com
Phone: +91 9552212322

Dear Surendra,

Further to your application for the position of an Apprentice and personal interview you had with us, we are pleased to inform you that you have been selected as an Apprentice (Operations) in our Company on the following terms and conditions:-

1. You will be engaged as an Apprentice with effect from **July 02, 2018** in our factory at Pirangut / Lonand. However, you may be required to work in any of the work locations of the company.
2. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical in-puts on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor. Your appointment as an "Apprentice" is made under the provisions of the Model Standing Orders.
3. You will be paid a stipend of Rs. 23,000/- per month during your twelve months training period.
4. You shall undergo training as per the timings and shifts convenient to the Company and you shall devote your full time and attention in concentrating on your training and studies thereof.
5. You will be entitled to twelve days of leave of absence during your training.
6. You will be placed in any shift for the purpose of your on the job training.
7. You will be governed by the rules and regulations of the Company applicable to you from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
8. The Company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.
9. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.
10. Your continuance as a Job Apprentice will be subject to your training performance, work attitude, behaviour, discipline, conduct and punctuality during the training period.

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa, Pune 411 048 Maharashtra, INDIA Page 1 of 3
E-mail: info@indusbiotech.com | www.indusbiotech.com

11. After successful completion of your training you may be considered for absorption on the Company Roll subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.
12. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the Company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the Company to third parties including collaborators, customers and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.
13. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent.
14. You will report for training daily before the scheduled time provided by the Company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.
15. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the Company while undergoing training.
16. Your training or continuation thereof shall be subject to your being found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor for your medical examination and it shall be obligatory on your part to undergo such medical test.
17. Your training or continuation thereof shall be subject to clearance in background verification process of the company.
18. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training except with prior written permission of the management of this Company.
19. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter.
20. This obligation to maintain secrecy shall survive even after the termination /expiry of your contract of employment.

Indus Biotech Private Limited

Registered Office

21. If the Company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same to keep the Company indemnified and harmless for such cost etc.
22. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.
23. Please note that during your training period you shall be designated as an "Apprentice" and you shall not claim the status of a workman/ employee during the training period.
24. During the training period, you are not eligible to be covered under the PF, nor under the service tax act nor under the professional tax act.
25. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

Please return the duplicate copy of this appointment letter duly signed as token of acceptance of the appointment along with 2 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Please report for your training at 9:30 am on Monday, July 02, 2018 in the Pirangut factory Human Resource Department.

Warm Regards,

For Indus Biotech Private Limited



Authorized Signatory



I accept the appointment as an Apprentice in your establishment and the terms and conditions mentioned above for my training are acceptable to me and they are binding on me.



Signature of the appointee:-

Name:- Susendra Jangilwad

Residential Address:-

Cell No.: 9552212322

Date: 22/06/18

Indus Biotech Private Limited

Registered Office

1, Rahul Residency, Plot Nos. 6 & 7, Off. Salunke Vihar Road, Kondhwa. Pune 411 048 Maharashtra, INDIA

campus selection

4 messages

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Wed, Jun 20, 2018 at 12:51 PM

Subsequent to the campus drive in M.I.T. for the position of Trainee Engineer in Indus Biotech Private Limited, kindly note the name of selected students as follows:

1. James Ghodke
2. Manendra Kumar
3. Surendra Jangilwad

The said students should report to TPO office to complete medical and other formalities

All the Best !!!

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Wed, Jun 20, 2018 at 2:25 PM

The below mentioned students should submit the following with the application form

following documents of selected students along with application form:

1. PAN
2. Aadhaar card (UID)
3. Passport
4. Voter ID
5. Driving license
6. Electricity bill / Telephone bill
7. Passport size photo

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**Indus Biotech_Application_Form.doc**
82K

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To: tp2018all@mitaoe.ac.in

Wed, Jun 20, 2018 at 3:20 PM

Cognizant has selected the following three students of MITAOE, from the Pool campus recruitment process conducted recently:

1. Shreepad Shinde - BE Computer

2. Nayan Seolkar - BE -E&TC
3. Stuti Shandliya - BE - IT

All the Best !!!

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Wed, Jun 20, 2018 at 3:22 PM

GE India has selected the following two MITAOE students, from the campus recruitment process conducted exclusively for the female students on 16th June 2018:

1. Pooja Jadhav, BE- Mechanical
2. Pratiksha Dere, BE - Mechanical

07-Jul-2018

Dear Nayan Prakash Selokar,
B.Tech/B.E., Electronics & Telecommunications
MIT Academy of Engineering



Candidate ID – 12076648

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Nayan Prakash Selokar

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> > Total Rewards App for more details

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

campus selection

4 messages

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To: tp2018all@mitaoe.ac.in

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2. Manendra Kumar
3. Surendra Jangilwad

The said students should report to TPO office to complete medical and other formalities

All the Best !!!

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2. Aadhaar card (UID)
3. Passport
4. Voter ID
5. Driving license
6. Electricity bill / Telephone bill
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**Indus Biotech_Application_Form.doc**
82K

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2. Nayan Seolkar - BE -E&TC
3. Stuti Shandliya - BE - IT

All the Best !!!

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GE India has selected the following two MITAOE students, from the campus recruitment process conducted exclusively for the female students on 16th June 2018:

1. Pooja Jadhav, BE- Mechanical
2. Pratiksha Dere, BE - Mechanical

Date: 20th June, 2018.

REF NO: EIPL/ADMN/2018/125

To,
Mr. Deshpande Jay Swad.
Plot No 293, Sec. No 2,
Indrayani Nagar,
Bhosari, Pune.

Sub: Offer Letter

Dear Mr. Jay,

1. This is with reference to the application and subsequent interview you had with us. We are pleased to inform you that you are selected for the position of **Graduate Engineer -Trainee** in our organization.
2. As discussed, your Cost to Company salary will Rs.30000/- per month. (Rupees Thirty Thousand Only). This amount includes Basic + DA, HRA, Medical & Other allowances as per Annexure and is subject to statutory deductions like PF, ESIC and deductions like Professional Tax etc.
3. You are required to submit the following documents for the purpose of company records. Please bring along with you original and one photocopy
 - i. Date of birth Certificates.
 - ii. Educational Qualification Certificates.
 - iii. Experience Certificates.
 - iv. Relieving letter in original from previous employer.
 - v. TDS Certificate, PAN No.
 - vi. 6 copies of Identity Card size photographs.
 - vii. Proof of last drawn salary.
 - viii. Permanent address & Current address with proof of address (MSEB bill / Telephone bill & Aadhar Card).
 - ix. Passport Xerox copy.
4. A formal appointment letter will be issued to you on joining the organization.
5. You will be joining the services on 02nd July 2018 & will be required to report at 9.00 am.
6. Please sign the duplicate copy of this letter as a token of acceptance of the offer.
7. We look forward to a long and fruitful association with you.

Thanking You,

Your Sincerely,

For **ENPRO INDUSTRIES PVT. LTD.**


Authorized Signatory



ENPRO INDUSTRIES PVT. LTD

Date :- 20-Jun-2018

ANNEXURE

To,

Name :- MR. DESHPANDE JAY SWAD.

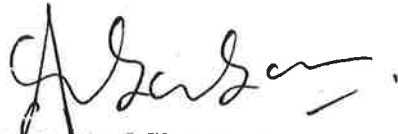
Designation :- GRADUATE ENGINEER - TRAINEE

Grade :- P3

Sub :- Salary Breakup

Sr No	Salary Component	Amount in Rs. 2018-19	
		P.A.	P.M.
1	Basic + D A	138000	11500
2	H R A	55920	4660
3	Conveyance All.	55920	4660
4	Telephone All.	48000	4000
5	Educational All	0	0
	Total (A)	297840	24820
6	L. T. A.	0	0
7	Medical Reimbursement	0	0
8	Incentive Bonus	0	0
9	Bonus / Ex-Gratia (Expected)	27600	2300
	Total (B)	27600	2300
10	P. F. (Company Contribution)	16560	1380
11	Gratuity (Company Contribution)	9288	774
12	Cell Phone	7200	600
13	Health Insurance	1512	126
	Total (C)	34560	2880
	CTC - Grand Total (A+B+C)	360000	30000

For ENPRO INDUSTRIES PVT. LTD.


Authorised Signatory

IF/HR/06A

Private & Confidential
Friday, Jun 29, 2018

Ms. Sonali Aherkar

Malkans Apartment, Jijamata Park, Flat no-2,
Plot no-110, Sector-18, Chinchwad Pune-411019

Dear Sonali,

Sub: Training Letter

Further to your application & the subsequent interview you had with us, we are pleased to place you on training as Trainee - Projects effective from 02nd July 2018 at Pune in our organization. Your training shall be for a period of 1 (One Year) and the benefits, terms and conditions of your training are as follows:

Basic Stipend	:	<u>1st Year</u>
HRA	:	Rs. 9,500/- per month
Learning Allowance	:	Rs. 950/- per month
Gross Total	:	<u>Rs. 9,550/- per month</u>
		Rs. 20,000/- per month

You shall also be eligible for statutory payments like PF, ESI, etc. as applicable

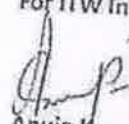
The enclosed annexure to this letter also sets out the principal terms and conditions governing your training with us.

If you find our terms and conditions acceptable, please sign and return the enclosed copy of this letter and the annexure as a token of your acceptance.

Thanking you,

Yours faithfully,

For ITW India Pvt. Ltd.


Anuja K.
Director - Human Resource

I accept the above Training Order, terms and conditions.

Signature: Aharkas S.

Date: 30/6/18

Factory :
ITW India Pvt. Ltd., (Automotive Group), 995/2/1, Dingrajwadi, Near Kalyani Sharp, Pune-Nagar Road, Taluka-Shirur, Dist.-Pune, Maharashtra-412207, India
Ph: 91-2137-304912. Fax: 91-2137-304918

ITW India Pvt. Ltd., (Automotive Group), A-36/1, Sipcot Industrial Park, Oragadam Village, Sriperumbudur Taluk, Kanchipuram-602 105, Tamilnadu, India.
Ph: 91-44-30062856. Fax: 91-44-33546593

Registered Office :
ITW India Pvt. Ltd., Level 1, Lotus Plaza, 732/1, Mehrauli Gurgaon Road, Sector - 14, Gurgaon-122001, Haryana, India.
Ph. No - 91-124-4284381 Fax No - 91-124-4284382

ANNEXURE-1

STANDARD SERVICE CONDITIONS

1. TRAINING

You will be on training for a period of 1 (One) year or it may be extended for more one year and may be absorbed after this period, if your performance, work and conduct are found satisfactory and subject to the vacancy. The Management reserves the right to extend the training period at any time during the period if your performance or conduct, does not come up to its expectations.

2. SERVICE RULES

Your services with the Company will be governed by the Company's service rules in force from time to time. The principal terms and conditions of the service rules in force at present are as follows:

- a. Your training is being made on the basis of particulars declared by you in the personal information form and in case any information as given by you is found to be false or incorrect, your appointment will be deemed to be void ab initio and liable for termination without any notice or Stipend in lieu of notice.
- b. You will not be entitled to any other allowances/benefits other than the stipend mentioned above.
- c. During your training period you will not take part in any work stoppage, go-slow, strike or any other illegal activities. In the event of your participation or gross negligence on your part, your training will cease automatically with immediate effect.
- d. You will not be considered as an employee / workmen of the Company during the period of training and on expiry of your training period, you will not be entitled to any claim of appointment with the Company.
- e. Your working hours shall be governed by that of the establishment to which you are attached. There may be occasions where you may have to work beyond normal working hours due to exigencies of the Company's business.
- f. You will be subject to the standing order, rules and regulations made by the Company or as are in force as per the model Standing Orders as per the Act.
- g. During the period of your Training with the Company, you shall not engage in any other profession or business, nor shall you seek employment outside except with prior permission of the Management. You will always endeavor your best to promote the Company's interests
- h. You will at all times maintain complete secrecy about the Company's business affairs, inventions, special manufacturing techniques, secret processes and the like which may have come to your knowledge during the period of your training.

Factory :

ITW India Pvt. Ltd., (Automotive Group), 995/2/1, Dingrajwadi, Near Kalyani Sharp, Pune-Nagar Road, Taluka-Shirur, Dist.-Pune, Maharashtra-412207, India.
Ph: 91-2137-304912. Fax: 91-2137-304918

ITW India Pvt. Ltd., (Automotive Group), A-36/1, Sipcot Industrial Park, Oragadam Village, Superambudur Taluk, Kanchipuram-602 105, Tamilnadu, India.
Ph: 91-44-30062856. Fax: 91-44-33546593

Registered Office :

ITW India Pvt. Ltd., Level 1, Lotus Plaza, 732/1, Mehrauli Gurgaon Road, Sector - 14, Gurgaon-122001, Haryana, India.
Ph. No. 91 124 4094394 Fax No. 91 124 4094395

- i. We are using various types of sophisticated machineries, software, techniques, process and systems, the operations of which involve skill, attitude, concentration and above all interest in working to bring out a quality product.
- j. In order to operate these machinery, software, techniques, process and systems, it is necessary that you would be given on the job training and theoretical knowledge of the processes, product quality, etc. that will be mutually beneficial to both of us. This on the job training will help you to operate and also to attain proficiency.
- k. During the training period your performance will be keenly observed and monitored closely and will be evaluated on a half-yearly basis in terms of quality of work, ability to understand and maintain discipline in the shop floor
- l. During your training, you will not, without the written authority of the Company, publish any written articles or deliver any talk on any subject related to your professions and / or work at Company or participate as a member of any organization connected with your profession.
- m. You are required to keep and render a faithful account of all properties of the Company entrusted to you in the course of your Training.
- n. You will inform the Company immediately regarding any inventions, patents, processes etc. that you may make or discover during your Training with the Company and the Company shall have the right to take over the patents or processes or inventions on payment of such sums as may be considered reasonable by the Company.
- o. In the absence of any written communication about your training extension your training will automatically come to an end at the end of the stipulated period.

3. TRANSFERS

You may be transferred to any of the Company's establishments situated in any part of India or abroad. On your transfer, you will be governed by the Company's rules applicable to the establishment to which you are posted.

4. MEDICAL EXAMINATION

Your training will be subject to you being found fit at a medical examination by the Company's medical officer. You will be examined periodically or any time by a doctor designated by the company's choice for your medical fitness to continue to work with the company and the doctor's opinion in this regard shall be final and binding on you. In case of medical unfitness, your training shall be terminated forthwith.

Factory :

ITW India Pvt. Ltd., (Automotive Group), 895/2/1, Dingrajwadi, Near Kalyani Sharp, Pune-Nagar Road, Taluka-Shirur, Dist.-Pune, Maharashtra-412207, India.
Ph: 91-2137-304912. Fax: 91-2137-304918

ITW India Pvt. Ltd., (Automotive Group), A-36/1, Sipcot Industrial Park, Oragadam Village, Sriperumbudur Taluk, Kanchipuram-602 105, Tamilnadu, India.
Ph: 91-44-30062856. Fax: 91-44-33546593

Registered Office :

ITW India Pvt. Ltd., Level 1, Lotus Plaza, 732/1, Mehrauli Gurgaon Road, Sector - 14, Gurgaon-122001, Haryana, India.
Ph. No. 91-124-4284281. Fax: 91-124-4284282

5. TERMINATION

Notwithstanding anything here-in-above contained, your training may be terminated by giving you 30 Days' notice or 30 Days' stipend in lieu of notice without assigning any reason. However, if you decide to quit the training, a notice period of 30 Days' or 30 Days' stipend in lieu of notice will be borne by you.

6. CERTIFICATES & TESTIMONIALS

At the time of joining duty, please bring with you certified copies of the following certificates and testimonials for our records, together with the originals for verification:

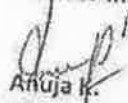
- Age Proof
- Educational Qualification Proofs
- Relieving Letter & Salary Certificate from the current employer
- Four passport size photographs
- Address Proof

Failure to bring any of the above will result in the postponement of your joining.

7. STATUS

You are expected to keep the Company informed about any change in your address or marital status and your qualifications and this will be a condition of service.

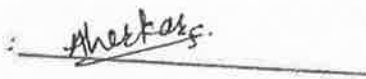
For ITW India Pvt. Ltd



Director - Human Resource

I accept the above Training Order, terms and conditions.

Signature



Date: 30/6/18

Factory :

ITW India Pvt. Ltd., (Automotive Group), 995/2/1, Dingrajwadi, Near Kalyani Sharp, Pune-Nagar Road, Taluka-Shirur, Dist.-Pune, Maharashtra-412207, India.
Ph: 91-2137-304912. Fax: 91-2137-304918

ITW India Pvt. Ltd., (Automotive Group), A-38/1, Stpcot Industrial Park, Oragadam Village, Sriperumbudur Taluk, Kanchipuram-602 105, Tamilnadu, India.
Ph: 91-44-30062856. Fax: 91-44-33546593

Registered Office :

ITW India Pvt. Ltd., Level 1, Lotus Plaza, 732/1, Mehrauli Gurgaon Road, Sector - 14, Gurgaon-122001, Haryana, India.
Ph: No. 91 124 4224221 Fax: No. 91 124 4224222

Private & Confidential
Friday, Jun 29, 2018

Ms. Ashwinin Bodhe

Near Shivaji Putala, Shinde Ali,
Pimprigaon, Pune

Dear Ashwini,

Sub: Training Letter

Further to your application & the subsequent interview you had with us, we are pleased to place you on training as Trainee – Projects effective from 02nd July 2018 at Pune in our organization.

Your training shall be for a period of 1 (One Year) and the benefits, terms and conditions of your training are as follows:

	<u>1st Year</u>
Basic Stipend	: Rs. 9,500/- per month
HRA	: Rs. 950/- per month
Learning Allowance	: <u>Rs. 9,550/- per month</u>
Gross Total	: Rs. 20,000/- per month

You shall also be eligible for statutory payments like PF, ESI, etc. as applicable

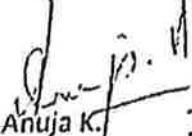
The enclosed annexure to this letter also sets out the principal terms and conditions governing your training with us.

If you find our terms and conditions acceptable, please sign and return the enclosed copy of this letter and the annexure as a token of your acceptance.

Thanking you,

Yours faithfully,

For ITW India Pvt. Ltd.


Anuja K.
Director - Human Resource
29/06/2018

I accept the above Training Order, terms and conditions.

Signature : A.S. Bodhe

Date: 29/7/18



Vikas Singh <vssingh@admin.maepune.ac.in>

JCB India Ltd slection

1 message

roy mathew <mitaoeroy@gmail.com>
To: 2018-mech@mitaoe.ac.in

Tue, Mar 13, 2018 at 4:05 PM

JCB India Ltd., has selected one student of MITAOE - Nilesh Ghasari, BE - Mechanical, for one year Apprentice trainee program.

All the best !!!



Vikas Singh <vssingh@admin.maepune.ac.in>

Selections

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, Jul 3, 2018 at 3:57 PM

Eaton Technologies has selected one student of MITAOE - Ankita Tapkir, (BE- IT) from the campus recruitment process.

Kingfa Science & Technology India Ltd., has selected one MITAOE student - Titiksha Sanjay AKansra, (BE - Chemical) from the campus recruitment process.

Ms.. Titiksha

1st July 2018

Dear Ms. Titiksha,

Based on our interview with you and further assessment recently held campus placement at MIT, Pune, we are pleased to offer you the position of "Graduate Engineering Trainee" in Sourcing- Pune.

This is an offer letter. Upon your acceptance of this order and on joining duty, the formal appointment order will be given to you. You will be paid the following remuneration per month during the period of Training.

Consolidated Stipend	Rs 25000/- Per Month
Provident Fund	As per the PF Act
Training period	12 Months
Bond Period	3 Years

Upon successful completion of your Management Training, you will be suitably absorbed in the company rolls.

If the above terms of this offer are acceptable to you, please confirm the offer by mentioning the date of joining duty and also abide yourself for three years personalized bond.

The Company is committed to providing you with suitable training, counselling and support to prepare you to enter and succeed in the target position. By accepting this offer you agree that you:

- intend to successfully complete the training program and stay in the target position for a period of time equal to Three Years with Bond.
- understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum entrance requirements will be reason for removal from the position; and
- will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your quarterly appraisals and setting your objectives, discuss and resolve problems with your trainer as they arise, initiate travel arrangements you require.

If the above terms of this offer are acceptable to you, please sign the duplicate copy of this offer cum appointment letter mentioning the date of joining duty.

We look forward to your long and mutually benefitting career with us.

Yours sincerely,

For Kingfa Science & Technology (India) Limited

Ramaswamy
N K Ramaswamy

CEO & Director

金发科技(印度)有限公司

KINGFA SCIENCE & TECHNOLOGY (INDIA) LIMITED
(Formerly Hydro S & S Industries Ltd.)

CIN: L25209TN1983PLC010438

Regd. Office: Dhun Building, 3rd Floor,
827 Anna Salai, Chennai: 600002.

Tel: +44 - 28521736 Fax: +44 - 28520240.

E Mail: hoonda@hscil.com



Vikas Singh <vssingh@admin.maepune.ac.in>

selection

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, Jul 10, 2018 at 10:56 AM

Sankey Business Solutions has selected one student of MITAOE - Nilam Zagade, BE- Computer from the campus recruitment process conducted at MIT on 6th July 2018.

Joining date is 11th July 2018.

All the best !!!

Contact

www.linkedin.com/in/shivkumar-akuskar-095b2a165 (LinkedIn)

Top Skills

Engineering

Academies

shivkumar akuskar

Sr. officer at Skoda Volkswagen India Pvt Ltd.
Pune

Experience

ŠKODA AUTO Volkswagen India Private Limited
Senior Officer
December 2019 - Present (2 years 6 months)
Pune, Maharashtra, India

Education

Maharashtra Academy of Engineering and Educational Research,
Pune MIT Women Engineering College, Kothrud, Pune 38
Bachelor of Engineering - BE, Mechanical Engineering · (2015 - 2018)

Akademika Lab Solutions
Sr.No. 15/8/1, Unit no 9, Kruti Industrial Estate,
Opp. Sangam Press, Kothrud, Pune- 411038.
Tel. + 91 7447438443
E-mail : info@akademika.in
www.akademika.in

AKADEMIKA

OK
183

Dated: - 16/07/2018

ALS/2018-19/Offer

To,
Mr. Rahul Kumar Singh
House No-64, C/o Jawahar Singh,
Near Ranisati Mandir,
Khagaria - 851204, Bihar.

Subject: Offer Letter

With reference to your application dated Nil and the subsequent interviews you had with us, we have pleasure in appointing you as **Technical Support Engineer** in our organization. Your CTC per month Rs. 15000/- (Rs. 1, 80,000/- p.a.) will be subject to all statutory standard deductions.

You will be reporting to our Pune Office on 16th July, 2018 at 9.00 am. You are requested to carry copy of PAN & Aadhaar Card with 2 passport size photo copies (4X3 cm with white background 80% face covered).

The detailed appointment letter will be issued after satisfactorily completion of Basic Training Program

In welcoming you to our establishment, we wish you all the best and look forward to your association and efforts to improve the organization's efficiency and your prospects in the long run.

Please sign and return the duplicate copy of this letter as a token of your acceptance.

Yours faithfully,

For AKADEMIKA LAB SOLUTIONS

AUTHORISED SIGNATORY



I read, Understand and accept all the terms and conditions mention above.

[Signature]



Vikas Singh <vssingh@admin.maepune.ac.in>

selection

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2018all@mitaoe.ac.in

Tue, Jul 17, 2018 at 10:51 AM

As per technical interview was conducted on 12th July, 2018 in WIKA Pune office, below is the selected candidates:

1.. Ms. Aarati Kalane.

All the Best !!!

INFINITY ENGINEERING SOLUTIONS

Register Office & Works: W-32 (B), MIDC Nagapur, Ahmednagar Maharashtra-414111.

☎ 0241-6614121/6610174

E-mail: ies1@rediffmail.com

Ref: IES/2018-19/64

Date: 16/07/2017

Letter of Appointment

To,
Mr. Shubham Manojdas Bairagi,

Dear Shubham,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as "Trainee", your date of joining is 20th July 2017.

You will be working in our Pune office.

You will be on probation for a period of six months following successful completion of training. Your transition from probationer to confirmation will be based on your performance at the end of the period of probation.

You will be paid gross emoluments as detailed in Annexure - A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For Infinity Engineering Solutions


AUTHORIZED SIGNATORY

Encl: As above



Regd. Office & Research Centre: Kant Helix, First & Third Floor,

Opp. Tata Motors Ltd., Bhoir Colony,
Chinchwad, Pune - 411 033, India

Phone: +91 20 27451167, +91 20 27452317

Email Id : info@defiantrenewables.com

To,

Date: 24.09.2018

Ms. Pratiksha Awate
Flat 5, Pushpak Apt,
Chinchwad, Pune
411033

SUBJECT: LETTER OF OFFER

Dear Ms. Pratiksha Awate

Refer your personal meeting and interview with our Directors, wherein management is pleased to make an offer of employment as '**Research Engineer**' in Defiant Renewables Pvt. Ltd., on the following terms and conditions:

- The above position is located at Pune.
- You will be responsible for molecular and cell biology research and development work at Defiant Renewables. You are expected to join Defiant Renewables, on or before 24th Sept 2018.
- You will be reporting to Dr. Gaurav Nahar - Director.
- You will be remunerated with Rs. Twelve Thousand only per month comprehensive package for a initial training period of six months. Discontinuation of employment within this training period of six months will warrant a notice period of one month from either of the parties. On completion of your training period, and on evaluation, you will be offered a probationary employment at Defiant Renewables, or the training period could be extended as deemed fit by Defiant Renewables. At the end of probation period you will be offered confirmed position. Discontinuation of employment in probation period and after confirmed position will warrant the notice period of three months.

PLOT NO. 35/1, D II BLOCK,
M.I.D.C. CHINCHWAD,
PUNE - 411 019.

TEL. : 27472726, 27475756
FAX : (020) 27476459
E-mail : info.gecpl@tatvaglobal.com
CIN - U70200 PN 2000PTC 014685

Ref:GECPL/HR/2018-19/47

Dated :01/08/2018

Name: Sagar Ashok Hiwarkar
Address : A/P - Dhorapgaon, Ta-Khamgaon,
Dist- Buldana-444306

Dear Mr. Sagar,

Sub: Post of "Trainee Engineer "

1. We refer to your application and the subsequent interview you had with us, we are pleased to appoint you for the above referred post in our Organisation on the following terms and conditions:-
2. You have joined duty as a "Trainee Engineer-Project on 01/08/2018 with C.T.C 3,10,010/-(Inwords- Three Lac Ten Thousand Ten Only.) per annum and your present place of employment will be at Jodhpur.
3. You shall be on Trainee for a period of Two years from the date of joining. During the Trainee period, your services can be terminated with a notice of 1 month (or salary in lieu thereof) and without assigning any reasons whatsoever. The above Trainee period may be extended if required and until confirmed in writing, you shall be deemed to be continuing in our employment as a Trainee engineer-project.
4. During the Trainee period, if you are taking any leaves, the same will be adjusted with CL and SL (prorate base) as per leave policy and after confirmation you will be allowed for taking PL.
5. The Company will review your performance achievement at the end of the Trainee period. You will receive written confirmation with modified and/or amended terms and conditions. However a review of salary package will take place at the end of the first financial year. From the date of joining for saving purpose Rs.5000/- per month will be deducted from your net salary and after completion of your trainee period. Company will deposit in your salary account.
6. On confirmation, either side may terminate the agreement by giving Three months notice in writing or salary in lieu thereof to the other. The other side is not entitled for any damages for such premature termination.
7. Salary and Perks as applicable to you are given in 'Annexure A'. The payment of your salary will be subject to deduction of Income Tax and provident fund as per the Rules as may be applicable.



GHARPURE ENGINEERING AND CONSTRUCTIONS (P) LTD.

(AN ISO 9001 : 2008 COMPANY)



ENGINEERS ■ CONTRACTORS ■ DESIGNERS

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PUNE - 411 019.

TEL. : 27472726, 27475756

FAX : (020) 27476459

E-mail : info.gecpl@tatvaglobal.com

CIN - U70200 PN 2000PTC 014685

8. You will be governed and abide by the service rules and regulations of the company which would in force as amended by us from time to time.
9. You may be required to travel to other locations as may be determined by the Company from time to time.
10. You shall, diligently, faithfully and to the best of your skill and ability serve the Company and perform all the duties entrusted to you from time to time.
 - a. obey and comply with all orders and directions given to you by the Company and faithfully observe all the rules, regulations and arrangements of the Company for the time being in force.
 - b. give and devote the whole of your time exclusively to your duties with the Company and while serving the Company shall not engage without prior consent in writing of the Company directly or indirectly with or without remuneration in any trade, business, occupation, employment, service or calling, nor shall you undertake any activities which are contrary to or inconsistent with your obligation, under these conditions of service or the Company's interests.
 - c. You will be the whole time employee of our Company and throughout the term of your service you will not directly or indirectly take up any employment or provide any service or carry on any business either in partnership or otherwise with any organisation, firm or company or individual.
 - d. not at any time either during the continuance of your service or at any time thereafter except by the prior direction in writing of the Company divulge or disclose either directly or indirectly to any person, firm or body corporate any knowledge or information which you may acquire during the course of or incidental to your employment concerning the affairs or the property of the Company or any activity, business or transactions in which the Company may be or may have been concerned or interested whether directly or indirectly.



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11. If you commit any breach of any of the conditions of service or shall be for a period of three months permanently incapacitated by sickness or otherwise from attending to business or shall neglect to attend to your duties or otherwise misconduct yourself, the Company may dismiss you summarily from your employment and terminate your service with immediate effect.
12. The Company shall be entitled to terminate your service at any time without any notice or payment in lieu of notice in case of any act of misappropriation of money of the Company and/or disobedience or insubordination in the discharge of your duties and/or breach of any of the conditions of service. The Company's opinion as to whether any of the events mentioned herein has occurred shall be final and binding upon you and you shall not be entitled to question or challenge the same on any grounds whatsoever.
13. We reserve our right to deduct any money due and payable by you to us from the dues payable to you by us. Further you are entitled for such dues on return of all assets, properties of the Company lying with you to us in case of cessation of your employment for any reason whatsoever.
14. Upon the termination of your service, you shall hand over your charge to the person nominated for this purpose by the Company and deliver all such articles and assets of the Company movable or immovable as may be in your possession including all papers, documents relating to the business or affairs of the Company and all correspondence either addressed to you by the Company or received by you for and on behalf of the Company and will not retain any copies or extract therefrom.
15. The company strongly values and protects its technology and knowledge base. Since the job being offered may involve sharing information and/or developing the technology knowledge base it is imperative that the company protects its interest in this area. For this it is imperative that in the eventuality that you cease to be an employee of the company for any reason whatsoever, you are liable to disclose the name and business of the company you intend to join. In case we perceive that the company you are propose to join a competitor, is in a competitive environment where there could be involuntary/inevitable disclosure of technology/knowledgebase gained in Gharpure Engineering & Constructions Pvt. Ltd, you agree to not join the competitor for a period of twelve (12) months immediately following the your relationship with the Company.



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16. During the tenure of this agreement or thereafter, you will at all times, observe secrecy in respect of business data, details of the agents, suppliers, purchasers, sources of supplies, sales projections, production projection, budget details, business secrets and/or any other details of the Company and/or any possession which according to the Company are necessarily confidential and form valuable property of the company and not make available to trade and furthermore you will not disclose them without authority of the Company to anyone other than the Company's Officers authorised to receive them and that even after you have ceased to be in the services of the Company, you shall not disclose them to anyone.
17. All the Intellectual property rights developed during the course of the employment will vest with the Company. You will execute all the documents as may be necessary to vest such rights on the Company. Further, you will assign to the Company your entire right, title and interest in any invention or improvement that you might take solely or jointly with others in the course of your employment with the company, relating to any and all products manufactured or marketed or leased or developed and that you will perform any acts and execute such documents without expenses to you, which in the judgement of the company or its attorneys may be needful or desirable to secure to the company the best patent protection and any all rights relating to such invention or improvement.
18. Misconduct : In case you are charged for any criminal offences under Indian Penal Code and/or any other Acts, during your tenure, you will be liable to suspended without pay for such period as the Company may deem fit. If the charges are proved against you, you will be liable for dismissal forthwith notwithstanding any clauses of this Appointment Letter.
19. You will execute Confidentiality agreement with us as per the specimen made available by us to you.
20. The above referred appointment is made on the basis of the details made available about your qualification and experience. In the event of such details found to be false at any time, we reserve our right to terminate this agreement without assigning any reason and any notice to you.
21. You agree that, on or before the cessation of your employment with us, you will deliver to the Company (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Company or otherwise belonging to the Company.



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22. You agree that for a period of twelve (12) months immediately following the termination of your relationship with the Company for any reason, whether with or without good cause or for any or no cause, at the option either of the Company or yourself, with or without notice, will not hire any employees of the Company and will not, either directly or indirectly, solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for yourself or for any other person or entity.
23. You agree that during the course of your employment and for a period of twelve (12) months immediately following the termination of your relationship with the Company for any reason, whether with or without good cause or for any or no cause, at the option either of the Company or yourself, with or without notice, you will not, either directly or indirectly, interfere with the Company's contracts and relationships, or prospective contracts and relationships, including, but not limited to, the Company's customer or client contracts and relationships.
24. Without prejudice to any other rights or remedies that the Company may have against you, the Company shall be entitled to deduct from any sum payable to you under your conditions of service, the amount of any loss or damage the Company may have sustained in consequence of any of your acts and/or defaults
25. So long as you (employee) are in the employment of the company you will at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorised person within or outside the company, nor will you unauthorisedly use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession. You will also not remove any such information in any form whatsoever from the company premises, nor copy or transmit the same unauthorisedly nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the company, you will not divulge, disclose, or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company. You will also observe all the confidentiality measures which are existence in Information Security Policies and Procedures or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, computer floppy/ CD/ USB Drive, etc.



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E-mail : info.gecpl@tatvaglobal.com
CIN - U70200 PN 2000PTC 014685

You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.

26. In addition to your fulfilling the requirement the requirement of secrecy and confidentiality as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interest of the Company, in any capacity whatsoever either on your own or in association with any other individual/ firm/ institute/body corporate, etc., whether for any consideration or not.
27. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.
28. The Company shall at all times have the right to access and monitor all e-mails / data created, sent/ received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.
29. You shall endeavour 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.
30. You shall, on ceasing to be employee of the Company, forthwith return all Company properties movable and immovable including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys (passwords), computer access codes(passwords) and such other property which you received or in possession or prepared in connection with your employment with the Company. Further on RETURN OF Company's properties to the Company and on handing over the charges on termination of this agreement to the concerned person/s alone, dues payable under this agreement to you will become payable.
31. You will be subject and abide by all the rules, regulations and policies (including the Information Security Policies and Procedures) of the Company, which exists and may be revised from time to time without prior notice, as per the management's discretion.



GHARPURE ENGINEERING AND CONSTRUCTIONS (P) LTD.

(AN ISO 9001 : 2008 COMPANY)



ENGINEERS ■ CONTRACTORS ■ DESIGNERS

PLOT NO. 35/1, D II BLOCK,
M.I.D.C. CHINCHWAD,
PUNE - 411 019.

TEL. : 27472726, 27475756

FAX : (020) 27476459

E-mail : info.gecpl@tatvaglobal.com

CIN - U70200 PN 2000PTC 014685

32. Any Information Security incident resulting from non-compliance with Information Security Policies and Procedures will result in appropriate disciplinary action including warning, termination and legal action against the concerned employee(s).
33. The Company may add and/or alter and/or modify and/or delete any of the terms and condition(s) of this letter during continuance of your employment without assigning any reason thereof.
34. You will at all times adhere to Company's safety and environmental policies and regulations and implement all relevant quality initiatives.
35. Your assignment is transferable to any place in India and abroad in any of our factories/ offices including to any of our group Company and/or sister concerns.
36. Any change in your residential address and/or marital status and/or any other details made available to us, should be notified in writing forthwith to the Company.
37. You will retire on attaining the age of 58 years.
38. This agreement is intended to replace all other written and oral arrangements / agreements and understandings between you and the Company relating to your employment.
39. We take this opportunity to welcome to our organisation and wish you all the best in your endeavour. We look forward to working with you in many years to come.

Please return the duplicate copy of this letter duly signed by you in token of having accepted the above terms and conditions.

We look forward to a long and fruitful association.

For Gharpure Engineering & Constructions Pvt. Ltd.


Authorized Signatory



I agree to the above

I. _____

GHARPURE ENGINEERING AND CONSTRUCTIONS (P) LTD.

(AN ISO 9001 : 2008 COMPANY)



ENGINEERS ■ CONTRACTORS ■ DESIGNERS

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FAX : (020) 27476459

E-mail : info.gecpl@tatvaglobal.com

CIN - U70200 PN 2000PTC 014685

		DATE: 01/08/2018
ANNEXURE A		
NAME	SAGAR HIWARKAR	
Designation	TRAINEE ENGINEER	
Department	PROJET	
	(RS. P.M.)	(RS. P.A.)
BASIC		
HRA	10,050	120,600
TRANSPORT ALLW.	4,020	48,240
EDUCATION ALLW.	1,600	19,200
MEDICAL REIMB.	400	4,800
SPECIAL ALLW.	1,250	15,000
TOTAL	6,471	77,652
	23,791.00	285,492.00
PROVIDENT FUND		
BONUS*		14,472
TOTAL GROSS		10,046
ANNUAL GROSS		310010
		310,010
<p>* Bonus is governed by payment of Bonus Act, 1965</p> <p>** Eligibility Criteria:</p> <p>a) Based on performance achievement percentage in the Financial Year.</p> <p>b) The Key Performance Indicators will be decided jointly by you and your senior after joining the organisation</p> <p>*Plus Medclaim Insurance of Rs 2 lac pa. (Including- Self, spouse, Father, Mother, 2 child)</p> <p>*GPA Applicable as per company policy</p>		

For, Gharpure Engineering & Constructions Pvt. Ltd.

Authorized Signatory



Acceptance by Candidate



25-Jul-2018

Dear Akshada Mahadu Wafare,
B.Tech/B.E., Electronics Engineering
wafareakshada@gmail.com



Candidate ID – 12174516

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Akshada Mahadu Wafare

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com> -> Total Rewards App for more details

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097

GM/HR/TALV/0030/18

2nd Sep 2018Mr. Wajid Yunus,
MIT

Dear Wajid,

With reference to the discussion you had with us, we have pleasure in issuing this appointment letter for the position of "Graduate Engineer Trainee" based at our office at Pune.

Your remuneration and other benefits are detailed here under:

1. You will be placed in Level 5C of our Management Category.
2. Your monthly remuneration will be as follows:

a)	Basic + Dearness Allowance	: INR	14930
b)	House Rent Allowance	: INR	7465
c)	Children Education Allowance	: INR	600
d)	Uniform / Professional Attire Maintenance Allowance	: INR	1500
e)	Conveyance Allowance	: INR	1600
f)	Employee Professional Development Allowance	: INR	1493
g)	Special Allowance	: INR	6239

3. Besides this, you are also eligible for the following variable pay

• teamGM Performance Plan per annum at 100%	: INR	40,301	per annum
---	-------	--------	-----------

The teamGM Performance Plan is based on achieving GM Global and GM India annual performance targets as per business plan and Individual performance of employee calibrated as per Commitment and Accountability Partnership (CAP) process. The scheme may be reviewed and revised from time to time per business requirements. As per the current policy, the amount indicated against teamGM Performance Plan represents the target at 100%. The teamGM Performance Plan can vary from 0% to a maximum of 200% as per the current policy.

4. You will be entitled to reimbursement of medical expenses as per the rules of the company.
5. You will be entitled to Leave Travel Assistance as per the rules of the company subject to a maximum of 15% of your Basic + Dearness Allowance.

Attachment to the letter Ref: GMI/HR/TALV/0030/18 dated 02.09.2018 from Jatinder Kumar to Wajid Yunus

6. You will be eligible for Provident Fund and Family Pension Fund as per the rules of the company. Currently, these are at 12% combined of your Basic + Dearness Allowance.
7. You will be covered under the Group Gratuity Scheme of the Company.
8. You are required to join on or before 03.10.2018. In case you do not join on or before 03.10.2018 this appointment order shall be treated as withdrawn.
9. It is understood that this appointment is being offered to you on the basis of the particulars submitted by you in your application for appointment. However, if at any time it should emerge that the particulars furnished by you, either during your background verification processes or at any other time as required to be submitted by you to the GM Human Resource Teams as maybe applicable during or post your confirmation or appointment or both, with any of GM's entities, were false/incorrect or that any material or relevant information had been suppressed or concealed, this appointment will be considered ineffective and irregular and your services would be liable to be terminated forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

The other terms and conditions relating to your employment are enclosed. If you need any clarification in this regard, you may please contact the undersigned.

In case you have not completed your pre-employment medical examination so far, please complete it immediately. You may contact our Manager - HR in this regard.

We believe in long-term association and hope that your career at General Motors India would be as rewarding for you as it would be for us.

Yours faithfully,
For GENERAL MOTORS INDIA PVT. LTD.

Jitender Kumar
General Manager - Human Resources

Encl: as above

ACKNOWLEDGMENT

I agree to the terms and conditions of the appointment letter and in token of acceptance of the same, I affix my signature here under. I am a/not a relative of a Director of this Company within the meaning of section 2(77) and 188 of the Companies Act, 2013. I shall join my duty on or before 03.10.2018.

Signature: [Signature] Date: 03/10/2018

Name : Wajid Yunus Khan Place: Pune

GMI/HR/TALV/0029/18

2nd Sep 2018

Mr. Saurabh Shah,
MIT

Dear Saurabh,

With reference to the discussion you had with us, we have pleasure in issuing this appointment letter for the position of "Graduate Engineer Trainee" based at our office at Pune.

Your remuneration and other benefits are detailed here under:

1. You will be placed in **Level 5C** of our Management Category.
2. Your monthly remuneration will be as follows:

a)	Basic + Dearness Allowance	: INR	14930
b)	House Rent Allowance	: INR	7465
c)	Children Education Allowance	: INR	600
d)	Uniform / Professional Attire Maintenance Allowance	: INR	1500
e)	Conveyance Allowance	: INR	1600
f)	Employee Professional Development Allowance	: INR	1493
g)	Special Allowance	: INR	6239

3. Besides this, you are also eligible for the following variable pay

• teamGM Performance Plan per annum at 100%	: INR	40,301	per annum
---	-------	--------	-----------

The teamGM Performance Plan is based on achieving GM Global and GM India annual performance targets as per business plan and Individual performance of employee calibrated as per Commitment and Accountability Partnership (CAP) process. The scheme may be reviewed and revised from time to time per business requirements. As per the current policy, the amount indicated against teamGM Performance Plan represents the target at 100%. The teamGM Performance Plan can vary from 0% to a maximum of 200% as per the current policy.

4. You will be entitled to reimbursement of medical expenses as per the rules of the company.
5. You will be entitled to Leave Travel Assistance as per the rules of the company subject to a maximum of 15% of your Basic + Dearness Allowance.

Attachment to the letter Ref: GMI/HR/TALV/0029/18 dated 02.09.2018 from Jatinder Kumar to Saurabh Shah

6. You will be eligible for Provident Fund and Family Pension Fund as per the rules of the company. Currently, these are at 12% combined of your Basic + Dearness Allowance.
7. You will be covered under the Group Gratuity Scheme of the Company.
8. You are required to join on or before **03.10.2018** In case you do not join on or before **03.10.2018** this appointment order shall be treated as withdrawn.
9. It is understood that this appointment is being offered to you on the basis of the particulars submitted by you in your application for appointment. However, if at any time it should emerge that the particulars furnished by you, either during your background verification processes or at any other time as required to be submitted by you to the GM Human Resource Teams as maybe applicable during or post your confirmation or appointment or both with any of GM's entities, were false/incorrect or that any material or relevant information had been suppressed or concealed, this appointment will be considered ineffective and irregular and your services would be liable to be terminated forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

The other terms and conditions relating to your employment are enclosed. If you need any clarification in this regard, you may please contact the undersigned.

In case you have not completed your pre-employment medical examination so far, please complete it immediately. You may contact our Manager - HR in this regard.

We believe in long-term association and hope that your career at General Motors India would be as rewarding for you as it would be for us.

Yours faithfully,
For GENERAL MOTORS INDIA PVT. LTD.

Jitender Kumar
General Manager - Human Resources

Encl: as above

ACKNOWLEDGMENT

I agree to the terms and conditions of the appointment letter and in token of acceptance of the same, I affix my signature here under. I am a/not a relative of a Director of this Company within the meaning of section 2(77) and 188 of the Companies Act, 2013. I shall join my duty on or before **03.10.2018**.

Signature: Saurabh Kumar Shah Date: 28/9/18
Name : _____ Place: _____

TERMS AND CONDITIONS OF EMPLOYMENT

1. You will be entitled to Privilege Leave, Sick Leave and Casual Leave in accordance with the rules of the company. You will be entitled to privilege leave only after completion of one year of service.
2. You will be confirmed in the said position on satisfactory completion of the one year probation period. This may be extended, if necessary, at the discretion of the management. During the probation period, if your performance is not found meeting expectations, your services would be liable for termination without notice.
3. The service conditions, rules, regulation, direction, instruction and decision of the employer, current, amended and notified from time to time, shall be applicable to you.
4. You are liable to be transferred at any time to any position within or between any section/department unit/branches/office/factory or other establishment of General Motors India Private Limited within India or abroad. In all such cases, the local work timings will be applicable.
5. Please understand your salary is a strictly confidential agreement between yourself and the company. You are welcome to contact the undersigned for any clarifications/explanations. However, this should not be discussed with any of your colleagues. Any breach of this will be construed as a professional mis-conduct.

Similarly, you may not disclose your emoluments and benefits to any other person, Firm or Company during the continuance of your employment.

6. You will be covered under Personal Accident Insurance and Term Insurance schemes of the company.
7. You and your family (up to a maximum of four members including yourself) will be covered under Mediclaim Insurance policy. The nomination and medical certification requirements will be made available on the day you formally join the Company.
8. You will retire from service of the company on the date on which you attain the age of 58 years as per the date of birth declared by you right now. You will need to submit proof of date of birth at the time of joining.
9. After confirmation in the said position, your employment will be subject to termination at any time by either party serving on the other a notice in writing one month ahead, failing which pay in lieu of such notice period will apply. The notice pay will consist of 'Basic + DA'.
10. As mentioned in our offer letter, you will need to undergo a medical examination by a company appointed Medical Officer or Doctor for obtaining a "Medically fit" certificate without which the employment shall not be valid.
11. At the time of joining, you will be required to fill in the following forms and return to the Human Resources department immediately for our records:

- | | |
|--|---|
| a. Employment Form | e. Questionnaire for group personal accident insurance. |
| b. Joining declaration | f. Provident Fund (Form No.2/Form No.13) |
| c. Declaration for GMI Gratuity Fund and its Nomination form "C" | g. Mediclaim Nomination Form |
| d. Statement of family details | |

Please also submit photocopies of all your original certificates in proof of your age, educational qualifications, professional experience, blood group, last salary drawn and relieving letter from your last employer. Please also give 5 recent colour passport size photographs for our records.

12. During your employment with us:

- a) You will treat the affairs of the company as strictly confidential.
- b) You will devote whole time and attention to the work assigned to you and will not undertake any direct / indirect business work, honorary or remunerative, except with the written permission of the Management.
- c) Breach of any of the conditions above will render you liable for termination of your employment without any notice.
- d) The employment will also be liable for termination without notice or pay in lieu thereof:
 - If the management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
 - If the management finds that you are guilty of misconduct, willful negligence, insubordination, breach of this appointment letter and acts of like nature.

13. You shall not disclose any information or knowledge about General Motors and its subsidiaries / alliances or its products / technology to any outside party even after you have ceased to be an employee of General Motors India.

14. You agree that you will not store any of your personal sensitive data and information, as understood in normal parlance and also as defined under Rule 3 of the Reasonable Security Practices and Procedures and Sensitive Personal Data or Information Rules, 2011, framed under the prevalent Information and Technology Act of India, in any form in the office workstations allotted to you, including but not limited to laptops, desktop, mobile phones etc. However, in the event, where by act of omission or commission, the official data/ information is commingled with the aforesaid personal sensitive data or information, and stored anywhere and in any form, then you hereby provide unconditional consent to the Employer to access, retrieve, share, transfer, disclose within or with any third party, situated in India or abroad, such sensitive personal data or information.

For GENERAL MOTORS INDIA PVT. LTD.

Jitender Kumar
General Manager - Human Resources

Encl: As above.


DECLARATION OF EMPLOYEE

I hereby declare and affirm that I have studied and understood the terms and conditions of the employment herein detailed and I accept and undertake to abide by the said terms and conditions.

Signature: Saurabh Kumar Shah Date: 28/9/18

Name : _____ Place: _____

Attachment to the letter Ref: GMI/HR/TALV/0029/18 dated 02.09.2018 from Jatinder Kumar to Saurabh Shah

 GENERAL MOTORS INDIA PVT LTD OFFER DETAILS		
Name	Saurabh Shah	
Level	5C	
Designation	Graduate Engineer Trainee	
Sr. No.	Heads	Amount - INR
1	Basic + DA	14,930
2	HRA	7,465
3	Uniform/Professional Attire Maintenance Allowance	1,500
4	Conveyance Allowance	1,600
5	Medical Reimbursement	1,250
6	Children Education Allowance	600
7	Employee Professional Development Allowance	1,493
8	Special Allowance	6,239
9	Total Part A - Per Month	35,077
10	Leave Travel Assistance	2,240
11	Total Part B - Per Month	2,240
12	PF	1,792
13	Gratuity	718
14	Personal Accident Insurance	110
15	Group Medclaim Insurance	2,414
16	Group Term Insurance	125
17	Total Part C - Per Month	5,159
18	Total (A+B+C) INR Per Month	42,476
19	Total (A+B+C) INR Per Annum	509,712
20	teamgm Performance Plan at 100% **	40,301
21	Grand Total including teamGM	550,013

**Your teamGM Performance Pay target for the year 2018 will be 9% of your Guaranteed Annual Cash Components. The actual pay-out will vary based on the Performance of the Organization and further adjusted for individual's performance.

* teamGM Performance varies from 0% - 200%

Yours faithfully,

For GENERAL MOTORS INDIA PVT. LTD.

Jitender Kumar
General Manager - Human Resources

Fwd: General Motors : Campus selections

1 message

Thu, Sep 6, 2018 at 12:05 PM

roy mathew <mitaoeroy@gmail.com>
To: vssingh@admin.maepune.ac.in

General Motors has selected the following three 2018 batch students of MITAOE, from the campus recruitment process conducted at MIT:

1. Wajid Yunus - BE Mechanical
2. Sourabh Kumar Shah - BE Mechanical
3. Vrushabh Naik - BE Mechanical

Remuneration offered by the company is Rs. 5.50 Lacs per annum CTC

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Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: KJK MEISTER HONEN PVT LTD: Names of selected students

1 message

Fri, Dec 14, 2018 at 3:08 PM

roy mathew <mitaoeroy@gmail.com>

To: ftpo@mitaoe.ac.in, vssingh@admin.maepune.ac.in

KJK MEISTER HONEN Pvt. Ltd. has selected one MITAOE student - Khushal Bhavsar (BE- Mechanical Engineering, 2018 batch) from the campus recruitment process conducted at MIT.

SIEMENS

Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030

Mr. Aakash Sagalgile
Roll No. : 74297899
Dept.: RC-IN MO RS TD MF-IN SC
Sumati Cottage Bl no. 462/2 PI no 16 Devendra Nagar
Mahabal Jalgaon - 425002

Name: Divya Nair
Department: Human Resources
Telephone: +91 (253) 3099633
Mobile: Nair.divya@siemens.com
E-mail: Nair.divya@siemens.com
Date: 11.12.2018


Dear Mr. Sagalgile,


We have pleasure in informing you that you are engaged as an 'Apprentice' under the Apprentices Act of 1961 with effect from 04.12.2018 in our Mobility division at Nashik Works on following terms and conditions:

1. Your training will be for a period of One Year as provided under the Act.
2. You will be paid a fixed stipend of Rs. 15,000/- per month.
3. You will be working in various departments / workplaces from time to time as per the programme drawn up by the management.
4. During the training period, you will be entitled for leave as per provisions of Apprentices Act of 1961.
5. You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You will be required to work in shifts as and when considered necessary by the management.
6. You are entitled to avail subsidized canteen facility.

Kindly return the duplicate copy of this letter duly signed, in token of your acceptance of the terms & conditions stipulated above.

Yours faithfully,
SIEMENS LTD.


Deepak Kulkarni
General Manager


Pravin Kulkarni
Senior Manager - Human Resources

Siemens Ltd.
Management: Sunil Mathur

Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
Tel.: +91 (22) 3967 7000
India

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030; Corporate Identity number: L28920MH1957PLC010839;
Tel.: +91 (22) 3967 7000; Fax: +91 22 3967 7500;
Contact / Email: www.siemens.co.in/contact; Website: www.siemens.co.in
Sales Offices: Ahmedabad, Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Gurgaon, Hyderabad, Jaipur, Jamshedpur, Kharghar, Kolkata, Lucknow, Kochi, Mumbai, Nagpur, Navi Mumbai, New Delhi, Puducherry, Pune, Vadodara, Visakhapatnam.

Ref No.: SQSI/HR/11631
Date: 21st September 2018



Offer Letter

Sayli Waghmare
Sr. No. 3, Samarth Nagar,
Dighi, Pune, Maharashtra,
Pin - 411015

SQS India Infosystems Pvt. Ltd.
Plot 25/1, Rajiv Gandhi Infotech Park,
MIDC Phase III Hinjewadi,
Pune - 411057 Maharashtra, India

Phone: +91 20 7130 6000
info.india@sqs.com
sqs.com

Dear Sayli,

Welcome to SQS India Family.

We are pleased to offer to you an appointment with SQS India as
Junior QA Associate under grade **GG1** on terms and conditions stated below.

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **24th September 2018**.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation / Training for a period of 6 Months from the date of your appointment / joining. During the period of Probation / Training, you would need to complete ISTQB Foundation Certification to get confirmed with SQS. If you are unable to complete your ISTQB Foundation then your probation period would be extended further until you produce the certificate. Other than that if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation / Training, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be **Rs.308774** per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with CEO/COO/HR.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per SQS India PGP.

3 Working Hours:

- 3.1 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.
- 3.2 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority / CDM while ensuring you complete the average hours per month. The official timings are between 09:15 hrs and 18:15 hrs (198 working hours per month, calculated considering 22 working days, 9 hours per day).

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Confidential

Ver No.: 5
Revision Date:
01-Apr-2009

Issue No.: 5.3
Issue Date:
19-Feb-13

Doc ID:
SQSI.HRA.QF.04 Offer_QA_Template
SAYLI WAGHMARE

Page
1 of 4

SQS India Infosystems Pvt. Ltd. 1 Incorporated in India
Registered Office: Plot 25/1, Rajiv Gandhi Infotech Park,
MIDC Phase III Hinjewadi, Pune - 411057 Maharashtra, India
Corporate ID No.: U72200PN2003PTC018619





4 Other Benefits:

- 4.1 You will be entitled for leave and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year. A list of these would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in SQS India Rule Book such as fitness reimbursement, Long Service Appreciation, Group Personal Accident Insurance, Group Medi-Claim Insurance, Group Gratuity Scheme etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of SQS India as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in SQS India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with SQS India as well as after you leave SQS India. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of SQS India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of SQS India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that SQS India is and ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by SQS India with its customers.
- 5.9 Indemnifying SQS against any unlawful activities: You also indemnify and hold harmless SQS India from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the SQS India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving two months' notice or on payment of two month's salary in lieu of the same.
- 6.2 In the event of willful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the SQS India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the SQS India Rule Book from time to time.



The Salary stack for Sayli Waghmare is as under

Category	Particulars	Amnt. Rs.
FM01	Basic Salary (Inclusive of DA)	15000.00
FM02	H.R.A	1500.00
FM03	Education Allowance	200.00
FM04	Conveyance / Transport Allowance	1000.00
FM05	Soft Allowance	0.00
FM06	LTA	0.00
FM07	Medical Reimbursement	800.00
FM08	Food allowance	0.00
FM09	Petrol Reimbursement	0.00
FM10	Advance Ex-Gratia / Bonus	2000.00
	Gross Per Month	21100.00
FM11	Company contribution towards PF	1800.00
	Monthly Total	22900.00
	Yearly Total	274800.00
	Gratuity	8654.00
* VA 1	Performance Based Incentive	25320.00
	Total Cost to Company Per Year	308774.00

Legend: FM-Fixed Monthly, VA-Variable Annually

*VA1 – The amount indicates max performance incentive applicable to you on Gross (based on individual ratings, KPI's and company performance) and is inclusive of Bonus / Ex-gratia Performance Incentive as a special consideration will be applicable from the date of joining

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For SQS India

Sachin Dhavale
Senior Manager - People Services



Acceptance Letter

(To be filled by the New Joiner)

I agree to accept employment on the terms and conditions stated in this Offer Letter. I shall be reporting for duty on/...../.....

I also further state that there is no other commitments are given to me for, e.g. salary revision at confirmation etc.

Name:

Sign:

Date/...../.....

On the date of joining, you are requested to please bring along the following documents: (Originals should be produced to HR for verification and Xerox set submitted)

- 1 Previous all company's relieving letter (Original relieving letter of last company to be submitted). Employees can take back once the BV is completed.
- 2 Experience Certificates of all companies as mentioned in the Resume / CIF Form.
- 3 Three Passport Size Photographs.
- 4 IT / TDS Statement (Form 12-B preferred) for the current financial year from the previous employer.
- 5 Degree Certificates from 10th to highest degree (Attested Copies)
- 6 All Semester mark sheets (Attested Copies)
- 7 Pay Slip / Salary Certificate of the last employed month (Attested Copy)
- 8 Address proof both local [temporary] and native place [permanent] (Ration card, Electricity Bill, Passport, Driving License etc - Attested Copy)
- 9 Birth Date Proof (SLC, SSC Cert. etc. - Attested Copy)
- 10 Passport (Attested Copy)
- 11 PAN Card (Attested Copy)
- 12 Aadhaar Card (Attested Copy)
- 13 Employee P.F. Account number if any.
- 14 Stamp Paper of Rs.100/- for NDA.
- 15 Fitness Certificate issued by a registered medical practitioner having a minimum qualification of MBBS.
- 16 Documents to explain gaps during employment / education (Medical records / Notarized Affidavit etc).

Please note that if you fail to bring any one of the requirements, the joining formalities will not be processed. SQS reserves the right to make you join on a later date, until they are complied.

On your joining the duties, this offer letter will be treated as an Appointment Order.

-----For office use only-----

Actual Joining date:/...../.....

Offer letter is now converted as Appointment Order

Sign of Executive / Manager - People Services
Company Seal

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Ref No.: SQSI/HR/11711
Date: 19th October 2018

Offer Letter

Snehal Gaikwad
S. No. 33/2, Plot No. 112,
Vidyanagar, Pune, Maharashtra.
Pin - 411032

SQS India Infosystems Pvt. L
Plot 25/1, Rajiv Gandhi Infote
MIDC Phase III Hinjewadi
Pune - 411057 Maharashtra, I

Phone: +91 20 7130 6000
info-india@sqsi.com
sqsi.com

Dear Snehal,

Welcome to SQS India Family.

We are pleased to offer to you an appointment with SQS India as **Junior QA Associate** under grade **GG1** on terms and conditions stated below,

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **22nd October 2018**.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation / Training for a period of 6 Months from the date of your appointment / joining. During the period of Probation / Training, you would need to complete ISTQB Foundation Certification to get confirmed with SQS. If you are unable to complete your ISTQB Foundation then your probation period would be extended further until you produce the certificate. Other than that if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation / Training, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be **Rs.308774** per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with CEO/COO/HR.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per SQS India PGP.

3 Working Hours:

- 3.1 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.
- 3.2 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority / CDM while ensuring you complete the average hours per month. The official timings are between 09:15 hrs and 18:15 hrs (198 working hours per month, calculated considering 22 working days, 9 hours per day).



4 Other Benefits:

- 4.1 You will be entitled for leave and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year. A list of these would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in SQS India Rule Book such as fitness reimbursement, Long Service Appreciation, Group Personal Accident Insurance, Group Medi-Claim Insurance, Group Gratuity Scheme etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of SQS India as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in SQS India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with SQS India as well as after you leave SQS India. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of SQS India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of SQS India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that SQS India is an ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by SQS India with its customers.
- 5.9 Indemnifying SQS against any unlawful activities: You also indemnify and hold harmless SQS India from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the SQS India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving two months' notice or on payment of two month's salary in lieu of the same.
- 6.2 In the event of willful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the SQS India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the SQS India Rule Book from time to time.

The Salary stack for Snehal Gaikwad is as under

Category	Particulars	Amt. Rs.
		15000.00
FM01	Basic Salary (Inclusive of DA)	1500.00
FM02	H.R.A.	200.00
FM03	Education Allowance	1600.00
FM04	Conveyance / Transport Allowance	0.00
FM05	Soft Allowance	0.00
FM06	LTA	800.00
FM07	Medical Reimbursement	0.00
FM08	Food allowance	0.00
FM09	Petrol Reimbursement	2000.00
FM10	Advance Ex-Gratia / Bonus	21100.00
	Gross Per Month	1800.00
FM11	Company contribution towards PF	22900.00
	Monthly Total	274800.00
	Yearly Total	8654.00
	Gratuity	25320.00
* VA 1	Performance Based Incentive	308774.00
	Total Cost to Company Per Year	

Legend: FM-Fixed Monthly, VA-Variable Annually

*VA1 – The amount indicates max performance incentive applicable to you on Gross (based on individual ratings, KPI's and company performance) and is inclusive of Bonus / Ex-gratia Performance Incentive as a special consideration will be applicable from the date of joining.

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For SQS India



Sachin Dhavale
Senior Manager - People Services

Acceptance Letter

(To be filled by the New Joiner)

I agree to accept employment on the terms and conditions stated in this Offer Letter. I shall be reporting for duty on 22/10/2018

I also further state that there is no other commitments are given to me for. e.g. salary revision at confirmation etc.

Name: Snehal Rajaram Gaikwad

Sign: Gaikwad

Date 22/10/2018

On the date of joining, you are requested to please bring along the following documents: (Originals should be produced to HR for verification and Xerox set submitted)

- 1 Previous all company's relieving letter (Original relieving letter of last company to be submitted). Employees can take back once the BV is completed.
- 2 Experience Certificates of all companies as mentioned in the Resume / CIF Form.
- 3 Three Passport Size Photographs.
- 4 IT / TDS Statement (Form 12 B preferred) for the current financial year from the previous employer.
- 5 Degree Certificates from 10th to highest degree (Attested Copies).
- 6 All Semester mark sheets (Attested Copies).
- 7 Pay Slip / Salary Certificate of the last employed month (Attested Copy).
- 8 Address proof both local [temporary] and native place [permanent] (Ration card, Electricity Bill, Passport, Driving License etc - Attested Copy).
- 9 Birth Date Proof (SLC, SSC Cert. etc. - Attested Copy).
- 10 Passport (Attested Copy).
- 11 PAN Card (Attested Copy)
- 12 Aadhaar Card (Attested Copy).
- 13 Employee P.F. Account number if any.
- 14 Stamp Paper of Rs.100/- for NDA.
- 15 Fitness Certificate issued by a registered medical practitioner having a minimum qualification of MBBS.
- 16 Documents to explain gaps during employment / education (Medical records / Notarized Affidavit etc).

Please note that if you fail to bring any one of the requirements, the joining formalities will not be processed. SQS reserves the right to make you join on a later date, until they are complied.

On your joining the duties, this offer letter will be treated as an Appointment Order.

-----For office use only-----

Actual Joining date:/.... /.....

Offer letter is now converted as Appointment Order

Sign of Executive / Manager - People Services
Company Seal

Ref No.: SQSI/HR/11628
Date: 21st September 2018

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Offer Letter

Ashwini Narale
A/P. Narkhed, Tal. Mohol,
Dist. Solapur, Maharashtra.
Pin - 413213

SQS India Infosystems Pvt. Ltd.
Plot 25/1, Rajiv Gandhi Infotech
MIDC Phase III Hinjewadi
Pune - 411057 Maharashtra, Ind

Phone: +91 20 7130 6000
info-india@sqsi.com
sqsi.com

Dear Ashwini,

Welcome to SQS India Family.

We are pleased to offer to you an appointment with SQS India as
Junior QA Associate under grade **GG1** on terms and conditions stated below.

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **24th September 2018**.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation / Training for a period of 6 Months from the date of your appointment / joining. During the period of Probation / Training, you would need to complete ISTQB Foundation Certification to get confirmed with SQS. If you are unable to complete your ISTQB Foundation then your probation period would be extended further until you produce the certificate. Other than that if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation / Training, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be **Rs.308774** per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with CEO/COO/HR.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per SQS India PGP.

3 Working Hours:

- 3.1 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.
- 3.2 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority / CDM while ensuring you complete the average hours per month. The official timings are between 09:15 hrs and 18:15 hrs (198 working hours per month, calculated considering 22 working days, 9 hours per day).



4 Other Benefits:

- 4.1 You will be entitled for leave and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year. A list of these would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in SQS India Rule Book such as fitness reimbursement, Long Service Appreciation, Group Personal Accident Insurance, Group Medi-Claim Insurance, Group Gratuity Scheme etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of SQS India as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in SQS India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with SQS India as well as after you leave SQS India. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of SQS India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of SQS India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that SQS India is and ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by SQS India with its customers.
- 5.9 Indemnifying SQS against any unlawful activities: You also indemnify and hold harmless SQS India from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the SQS India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving two months' notice or on payment of two month's salary in lieu of the same.
- 6.2 In the event of willful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the SQS India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the SQS India Rule Book from time to time.



The Salary stack for Ashwini Narale is as under

Category	Particulars	Amt. Rs.
		15000.00
FM01	Basic Salary (Inclusive of DA)	1500.00
FM02	H.R.A.	200.00
FM03	Education Allowance	1600.00
FM04	Conveyance / Transport Allowance	0.00
FM05	Soft Allowance	0.00
FM06	LTA	800.00
FM07	Medical Reimbursement	0.00
FM08	Food allowance	0.00
FM09	Petrol Reimbursement	2000.00
FM10	Advance Ex-Gratia / Bonus	21100.00
	Gross Per Month	1800.00
FM11	Company contribution towards PF	22900.00
	Monthly Total	274800.00
	Yearly Total	8654.00
	Gratuity	25320.00
* VA 1	Performance Based Incentive	308774.00
	Total Cost to Company Per Year	

Legend: FM-Fixed Monthly, VA-Variable Annually

*VA1 – The amount indicates max performance incentive applicable to you on Gross (based on individual ratings, KPI's and company performance) and is inclusive of Bonus / Ex-gratia Performance Incentive as a special consideration will be applicable from the date of joining.

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For SQS India

Sachin Dhavale
Senior Manager - People Services



Acceptance Letter

(To be filled by the New Joiner)

I agree to accept employment on the terms and conditions stated in this Offer Letter. I shall be reporting for duty on/...../.....

I also further state that there is no other commitments are given to me for. e.g. salary revision at confirmation etc.

Name:

Sign:

Date/...../.....

On the date of joining, you are requested to please bring along the following documents: (Originals should be produced to HR for verification and Xerox set submitted)

- 1 Previous all company's relieving letter (Original relieving letter of last company to be submitted). Employees can take back once the BV is completed.
- 2 Experience Certificates of all companies as mentioned in the Resume / CIF Form.
- 3 Three Passport Size Photographs.
- 4 IT / TDS Statement (Form 12 B preferred) for the current financial year from the previous employer.
- 5 Degree Certificates from 10th to highest degree (Attested Copies).
- 6 All Semester mark sheets (Attested Copies).
- 7 Pay Slip / Salary Certificate of the last employed month (Attested Copy).
- 8 Address proof both local [temporary] and native place [permanent] (Ration card, Electricity Bill, Passport, Driving License etc - Attested Copy).
- 9 Birth Date Proof (SLC, SSC Cert. etc. - Attested Copy).
- 10 Passport (Attested Copy).
- 11 PAN Card (Attested Copy)
- 12 Aadhaar Card (Attested Copy).
- 13 Employee P.F. Account number if any.
- 14 Stamp Paper of Rs.100/- for NDA.
- 15 Fitness Certificate issued by a registered medical practitioner having a minimum qualification of MBBS.
- 16 Documents to explain gaps during employment / education (Medical records / Notarized Affidavit etc).

Please note that if you fail to bring any one of the requirements, the joining formalities will not be processed. SQS reserves the right to make you join on a later date, until they are complied.

On your joining the duties, this offer letter will be treated as an Appointment Order.

-----For office use only-----

Actual Joining date:/...../.....

Offer letter is now converted as Appointment Order

Sign of Executive / Manager - People Services
Company Seal

Campus select

1 message

roy mathew <mitaoeroy@gmail.com>
To: vssingh@admin.maepune.ac.in

Sat, Sep 29, 2018 at 8:20 PM

SQS Infosystems Pvt Ltd. has selected the following 2018 passed out batch MITAOE students from the recruitment process conducted at MIT campus:

1. Sayali Waghmar - BE Computer
2. Snehal Gaikwad - BE Computer
3. Ashwini Narale - BE Computer
4. Deepak Rathie - BE Computer
5. Neha Yadav - ME E & TC

Offer Letter

Neha Yadav
B-18, Sonkar Residency, Kharalwadi,
Pimpri, Pune, Maharashtra.
Pin - 411018

SQS India Infosystems Pvt. Ltd.
Plot 25/1, Rajiv Gandhi Infotech Park,
MIDC Phase III, Hinjewadi,
Pune - 411057 Maharashtra, India

Dear Neha,

Phone: +91 20 7130 6000
info-india@sqsi.com
sqsi.com

Welcome to SQS India Family.

We are pleased to offer to you an appointment with SQS India as
Junior QA Associate under grade **GG1** on terms and conditions stated below.

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **24th September 2018**.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation / Training for a period of 6 Months from the date of your appointment / joining. During the period of Probation / Training, you would need to complete ISTQB Foundation Certification to get confirmed with SQS. If you are unable to complete your ISTQB Foundation then your probation period would be extended further until you produce the certificate. Other than that if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation / Training, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be **Rs.308774** per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with CEO/COO/HR.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per SQS India PGP.

3 Working Hours:

- 3.1 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.
- 3.2 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority / CDM while ensuring you complete the average hours per month. The official timings are between 09:15 hrs and 18:15 hrs (198 working hours per month, calculated considering 22 working days, 9 hours per day).



4 Other Benefits:

- 4.1 You will be entitled for leave and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year. A list of these would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in SQS India Rule Book such as fitness reimbursement, Long Service Appreciation, Group Personal Accident Insurance, Group Medi-Claim Insurance, Group Gratuity Scheme etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of SQS India as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in SQS India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with SQS India as well as after you leave SQS India. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of SQS India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of SQS India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that SQS India is an ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by SQS India with its customers.
- 5.9 Indemnifying SQS against any unlawful activities: You also indemnify and hold harmless SQS India from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the SQS India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving two months' notice or on payment of two month's salary in lieu of the same.
- 6.2 In the event of wilful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the SQS India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the SQS India Rule Book from time to time.



The Salary stack for Neha Yadav is as under

Category	Particulars	Amt. Rs.
FM01	Basic Salary (Inclusive of DA)	15000.00
FM02	H.R.A.	1500.00
FM03	Education Allowance	200.00
FM04	Conveyance / Transport Allowance	1600.00
FM05	Soft Allowance	0.00
FM06	LTA	0.00
FM07	Medical Reimbursement	800.00
FM08	Food allowance	0.00
FM09	Petrol Reimbursement	0.00
FM10	Advance Ex-Gratia / Bonus	2000.00
	Gross Per Month	21100.00
FM11	Company contribution towards PF	1800.00
	Monthly Total	22900.00
	Yearly Total	274800.00
	Gratuity	8654.00
		25320.00
* VA 1	Performance Based Incentive	
	Total Cost to Company Per Year	308774.00

Legend: FM-Fixed Monthly, VA-Variable Annually

*VA1 – The amount indicates max performance incentive applicable to you on Gross (based on individual ratings, KPI's and company performance) and is inclusive of Bonus / Ex-gratia Performance Incentive as a special consideration will be applicable from the date of joining.

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For SQS India

Sachin Dhavale
Senior Manager - People Services



Acceptance Letter

(To be filled by the New Joiner)

I agree to accept employment on the terms and conditions stated in this Offer Letter. I shall be reporting for duty on 24.9.2018

I also further state that there is no other commitments are given to me for. e.g. salary revision at confirmation etc.

Name: NEHA DASHARATH YADAV

Sign: [Signature]

Date 24.9.2018

On the date of joining, you are requested to please bring along the following documents: (Originals should be produced to HR for verification and Xerox set submitted)

- 1 Previous all company's relieving letter (Original relieving letter of last company to be submitted). Employees can take back once the BV is completed.
- 2 Experience Certificates of all companies as mentioned in the Resume / CIF Form.
- 3 Three Passport Size Photographs.
- 4 IT / TDS Statement (Form 12 B preferred) for the current financial year from the previous employer.
- 5 Degree Certificates from 10th to highest degree (Attested Copies).
- 6 All Semester mark sheets (Attested Copies).
- 7 Pay Slip / Salary Certificate of the last employed month (Attested Copy).
- 8 Address proof both local [temporary] and native place [permanent] (Ration card, Electricity Bill, Passport, Driving License etc - Attested Copy).
- 9 Birth Date Proof (SLC, SSC Cert. etc. - Attested Copy).
- 10 Passport (Attested Copy).
- 11 PAN Card (Attested Copy).
- 12 Aadhaar Card (Attested Copy).
- 13 Employee P.F. Account number if any.
- 14 Stamp Paper of Rs.100/- for NDA.
- 15 Fitness Certificate issued by a registered medical practitioner having a minimum qualification of MBBS.
- 16 Documents to explain gaps during employment / education (Medical records / Notarized Affidavit etc).

Please note that if you fail to bring any one of the requirements, the joining formalities will not be processed. SQS reserves the right to make you join on a later date, until they are complied.

On your joining the duties, this offer letter will be treated as an Appointment Order.

-----For office use only-----

Actual Joining date:/...../.....

Offer letter is now converted as Appointment Order

Sign of Executive / Manager - People Services
Company Seal



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Capgemini campus selection : 2nd time Recruitment_2018 Batch

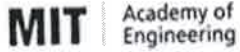
- 1 message

roy mathew <mitaoeroy@gmail.com>
To: vssingh@admin.maepune.ac.in

Fri, Oct 5, 2018 at 5:36 PM

Capgemini has selected the following MITAOE students from the campus recruitment process conducted at MIT on 4th October 2018, for 2018 passed out batch student's

1. Arundhati Kumari, BE - E&TC
2. Sahil Wankar - BE - E & TC
3. Navnath Wagh - BE - Electronics



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1. Arundhati Kumari, BE - E&TC
2. Sahil Wankar - BE - E & TC
3. Navnath Wagh - BE - Electronics

Candidate ID: 1763966 /249087,

Date of Joining: 12/12/2018,

Joining Location: Mumbai,

Designation: Analyst,

Dear Sahil Wankar,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708
<https://goo.gl/maps/68dzzgCmhrp>

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p><u>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</u></p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 1763966 /249087,

12/11/2018,

Sahil Wankar
Dehu- Phata,,Alandi, Pune,
Pune ,
India

Confidential

Dear Sahil Wankar,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **12/12/2018** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Mumbai**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,001.00 (Rupees Two Lakh Forty Thousand and One only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Sahil Wankar,

Analyst

Total Cost to Company (CTC).

Rs.240,001.00

Monthly Components	Per Month	Annualized
Basic	Rs 9,364.00	Rs 112,368.00
House Rent Allowance	Rs. 4,682.00	Rs 56,184.00
Other Reimbursements & Allowances#	Rs. 1,124.00	Rs.13,488.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 1,873.00	Rs. 22,476.00
Gross monthly salary	Rs.17,043.00	Rs. 204,516.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,124.00	Rs.13,488.00
Gratuity (accrual only)		Rs.5,400.00
Total Fixed Compensation		Rs.223,404.00
Total Cash Compensation		Rs. 223,404.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 6,877.00
Capgemini contribution to ESI		Rs.9,720.00
Total Cost to Company		Rs. 240,001.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 12-Dec-2018, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you will be required to undergo certain specialized training,

certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen(15)days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Jaideep Chavan
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Sahil Wankar

Date: 12/11/2018

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively '**Developments**') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively '**Moral Rights**'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:

Contact

www.linkedin.com/in/navnath-wagh-7448a8129 (LinkedIn)

Top Skills

SQL

Software Development

Testing

Certifications

IFS Learning Achievement - IFS
Scope Tool Essentials

Agile Software Development

IFS Learning Achievement -
Business Value Engineering

Navnath Wagh

Associate Consultant at CAPGEMINI INDIA
Mumbai

Summary

Currently working in the Capgemini as Associate Consultant and I have been working on IFS ERP tool as a Technical Consultant as well as Function Consultant along with that I have hands-on Role, Authorization and Permission Sets. I have experience in End-to-End Testing and Implementation for (GO LIVE and Post GO LIVE) support. As being As technical I have knowledge of SQL, PLSQL, and Reports. I have worked on the front-end configuration & customization (Custom Objects) as per the Change Request. Apart from this, you can definitely count me on the Team Worker, Quick Learner, and Time Management.

Experience

Capgemini

3 years 6 months

Associate Consultant

January 2022 - Present (5 months)

Pune, Maharashtra, India

Associate Consultant

Capgemini

Jan-2022: current Mumbai

- Working on the Role & Authorization for onshore and offshore.
- Handling the Analysis, Debugging, and Fixes.
- Controlling the roles and rights with permission sets.
- Development and enhancements with SQL/PLSQL

Functional Consultant

January 2021 - January 2022 (1 year 1 month)

Navi Mumbai, Maharashtra, India

Senior Analyst

February 2020 - December 2021 (1 year 11 months)

Mumbai, Maharashtra, India

Worked on IFS ERP tool as Functional Consultant.

In IFS ERP there is a new module named "Incident management and Corrective and Preventive Action"

Analysed the Functional Design Documents trace out the process.

Traced Mapping of Processes for functional testing.

Dealt with scope tool to track the task and Jira tickets along with kanban.

Worked functional testing along with that worked on the creation of document of proof.

1. Unit testing
2. Sanity testing
3. Regression testing
4. Integration testing
5. User Acceptance testing

Technical Consultant

November 2020 - February 2021 (4 months)

Mumbai, Maharashtra, India

Within this period, I have worked as a Technical Consultant.

This was the 4-month project in which my responsibilities :

Worked on the IFS front end customization using IFS Custom Object

Have experience on the creation modification and optimization on below custom objects

1. Custom Fields.
2. Custom Menus.
3. Custom Events.
4. Custom Pages.
5. Custom Tabs.

Analyst

December 2018 - January 2020 (1 year 2 months)

Mumbai, Maharashtra, India

Worked as Technical Consultant on the following aspects :

Handled the SQL query creation, modification, and optimization,

Performed the PLSQL code for Package creation modification, and optimization,

Operated On Reports (Quick Report and optimization of report query),

Worked as the L3 Support.

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Electronics Engineering · (2015 - 2018)

Cusrow Wadia Institute Of Technology

Diploma , Electrical, Electronics and Communications

Engineering · (2012 - 2015)

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Date: 10th September 2018

To – Mr. Akshay Somnath Doiphode,

Re: Offer Letter for Appointment as Trainee Engineer

We at **Marcuras Water Treatment (India) Pvt. Ltd.** are pleased to inform you that you have been selected for the post of “**Trainee Engineer**”.

Your Salary package will be as detailed in the Annexure A.

Your engagement with us will be governed by the Terms & Conditions as detailed in Annexure B.

We are confident that you will prove to be good asset for us and contribute towards progress of the organization. We assure you of our support for your professional development and growth.

Hope the offer is clear and in line with your expectation.

We wish you a long and successful career with us.

Yours Truly,

For **Marcuras Water Treatment (India) Pvt Ltd**



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: KJK MEISTER HONEN PVT LTD: Names of selected students

1 message

roy mathew <mitaoeroy@gmail.com>

Fri, Dec 14, 2018 at 3:08 PM

To: fpo@mitaoe.ac.in, vssingh@admin.maepune.ac.in

KJK MEISTER HONEN Pvt. Ltd. has selected one MITAOE student - Khushal Bhavsar (BE- Mechanical Engineering, 2018 batch) from the campus recruitment process conducted at MIT.

Contact

www.linkedin.com/in/vaishnavi-sangwai-503247136 (LinkedIn)

Top Skills

Microsoft Power BI
Communication
Presentation Skills

Certifications

Learning cloud computing :core concepts

Vaishnavi Sangwai

Power Bi Developer at Tata Consultancy Services
Pune

Summary

1. Having 2 years 4 months of experience in Analysis, Understanding, Development, Validating and Implementation of Business Intelligence reports using Tool Power Bi.
2. Experience in interacting with various on shore and off shore clients.
3. Extracted the data from non-database sources (XLS, CSV file), Developed Visualizations by using Power Bi.
4. Created reports into Power BI desktop.
5. Excellent communication, interpersonal, analytical skills and strong ability to perform as part of a team.

Experience

Tata Consultancy Services
System Engineer
September 2021 - Present (9 months)
Pune, Maharashtra, India

iLink Digital
Software Engineer
May 2021 - July 2021 (3 months)
Pune, Maharashtra, India

Kantar
Analyst
December 2018 - March 2021 (2 years 4 months)
Pune Area, India

- Synthesized current business intelligence data to produce reports and polished presentations, highlighting findings and recommending changes.
- Developed database objects, including tables, views and materialized views using SQL.
- Drafted quarterly and yearly reports on company financial metrics to assess successes and account for deficiencies.

- Assessed impact of current Healthcare business processes on users and stakeholders and evaluated potential areas for improvement.
- Provided operational support for high-volume Healthcare visualizations in fast-paced 24-hour work environment.

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, electronics and telecommunications · (August 2014 - July 2018)

Mount Carmel School, Washim

SSC (secondary school certificate)

RA College, Washim

HSC (Higher secondary certificate)

Contact

www.linkedin.com/in/shubhamkokadwar (LinkedIn)

Top Skills

AS400
IBM iSeries
COBOL

Certifications

IAAA- Certified Software Testing Professional - Functional Testing
IAAA- Certified Automation Testing Professional - Selenium
IAAA- Certified Software Developer
IAAA- Certified Business Analyst Pro
IAAA- PGP Learning Excellence & Progression

Shubham Kokadwar

Associate Consultant Intern at Infosys | PGDM - Research & Business Analytics | Welingkar Institute of Management | Data Science | Data Visualization | Data Analytics
Pune

Summary

Research and Business Analytics candidate in WeSchool, Mumbai. Strongly believe in core values like integrity and highest quality as self-discipline and principles.

Worked as an Associate Software Developer in Mphasis Ltd. The client I worked for has a big name in the insurance sector where I was responsible for the implementation of automated workflows and calculation methodologies using AS 400. I was primarily into various enhancements which involve backend processing changes in RPGLE, Cobol, and database-related changes in DB2 integrated on AS400.

Experience

Mphasis
Associate Software Engineer
May 2019 - May 2021 (2 years 1 month)
Pune, Maharashtra, India

Mindgrace Solutions
Intern
July 2018 - January 2019 (7 months)
Pune Area, India

Education

MIT Academy of Engineering Pune
Bachelor of Engineering - BE, Electronics & Telecommunication · (2013 - 2017)



Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

204
28

8/29

campus selections

roy mathew <mitaoeroy@gmail.com>

Wed, Jan 9, 2019 at 12:11 PM

To: vssingh@admin.maepune.ac.in, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Whirlpool Corporation has selected the following 2018 passed out batch Chemical Engineering students of MITAOE, from the interviews conducted at the company office on 7th January 2019 :

1. Diksha Kadu
2. Sagar Mali



Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

205
28
29

campus selections

roy mathew <mitaoeroy@gmail.com>

Wed, Jan 9, 2019 at 12:11 PM

To: vssingh@admin.maepune.ac.in, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Whirlpool Corporation has selected the following 2018 passed out batch Chemical Engineering students of MITAOE, from the interviews conducted at the company office on 7th January 2019 :

1. Diksha Kadu
2. Sagar Mali

(206)

Corporate & Registered Office: 612/613, Palm Spring Centre
Mind Space, New Link Road, Malad (W), Mumbai: 400 064
Tel No.: +91-022-40549797, Fax No: 40549700
www.promptpersonnel.com



23-Aug-18

To,

Vishal Shinde,

Subject: Offer Letter

Dear Vishal,

We have pleasure in informing you that you have been selected as **Associate Engineer** at our Client Place "**Tata Communications Ltd, Pune**" Salary Offered to you is **Rs.12000/-** Net Take Home per month.

You should join duty on **21-Aug-18**, at **Tata Communications Ltd, Pune**. Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer of Appointment.

Following Documents will be required at the time of joining.

1. Resume copy
2. Four latest passport size photographs.
3. I.D Proof (Pan card or Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates.
6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
7. Cancelled Cheque of your savings bank account.
8. Aadhar card or Aadhar Enrollment copy, PAN card is must

Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance and confirm the date of joining. Wishing you a long and successful career at Prompt.

**For PROMPT PERSONNEL CONSULTANCY
SERVICES PVT.LTD.**

Authorized Signatory

Offer accepted (signature)

Contact

www.linkedin.com/in/prasad-pawar-57601615b (LinkedIn)

Top Skills

Entrepreneurship
Event Management
Leadership

Prasad Pawar

Student at MIT Pune
Pune

Experience

CIRCUIT BUGS

Founder

October 2017 - October 2020 (3 years 1 month)

Pune, Maharashtra, India

CIRCUIT BUGS (Bringing Ur Gadgets Stuff) is my start-up of electronic components where we provide all types of IC'S, motors, resistors, transistors, capacitors, connecting wires etc. for engineering projects.

SRUJAN_MITAOE

President

October 2019 - August 2020 (11 months)

Pune, Maharashtra

we organize different types of technical and non technical events.

JR. ROBOCON

3 years

Referee and Volunteer

September 2017 - August 2020 (3 years)

Pandharpur Area, India

Jr. Robocon is the national event organized by MIT VGS for the students under 18 years. we as a student volunteer build the robots and take boot camp of it in different parts of Maharashtra in different schools. we teach students to build their own robots for competition. we also act as a referee for various categories and event management.

Intern

June 2018 - July 2018 (2 months)

Pune, Maharashtra, India

I have completed the 5 week internship at JR. ROBOCON where we design the robots for national Jr. robocon competition 2019. we build arena, design rule book etc. I was more concerned to category A robot and rule book.

E - Cell , MIT AOE

Head Of Promotions

August 2018 - December 2019 (1 year 5 months)

MITAOE, Alandi, Pune, Maharashtra

MIT Academy of Engineering, Alandi, Pune

Executive Member

August 2017 - May 2018 (10 months)

Pune, Maharashtra, India

I have worked in Student Council of civil department of MIT academy of engineering for academic year 2017-18

ROBOCON

Student Volunteer

March 2017 - March 2018 (1 year 1 month)

Pune, Maharashtra, India

ROBOCON is the national event organized by doordarshan and MIT academy of engineering for engineering students. I have worked as a student volunteer in REFEREE COMMITTEE for 2 Years.

Education

MIT World Peace University

Master of Technology - MTech, construction engineering and management · (2020 - 2022)

Maharashtra Academy of Engineering and Educational Research,
Pune MIT Women Engineering College, Kothrud, Pune 38

Bachelor of Technology, Robotics Technology/Technician · (2016 - 2020)

K.T.H.M.Arts, Science and Commerce College and Research
Centre, Shivajinagar, Nashik 422002

Adinath English high school Malegoan, district Nashik (Maharashtra)



इलेक्ट्रॉनिक्स कॉर्पोरेशन ऑफ़ इंडिया लिमिटेड
Electronics Corporation of India Limited

इलेक्ट्रॉनिक्स कॉर्पोरेशन ऑफ़ इंडिया लिमिटेड
Electronics Corporation of India Limited
भारत सरकार (परिमाणु उर्जा विभाग) का उपक्रम
A Government of India [DAE] Enterprise
कार्मिक वर्ग / Personnel Group
भर्ती अनुभाग / Recruitment Section

To

Mr. Pawar Netaji Balaji

Flat No. 402, Navratna Building,
Near Datta Mandir, Dange Chauk,
Pune, Maharashtra – 411033.

Mobile: 9561417600

Email: netajipawar1694@gmail.com

इ.सी.आय.एल.पोस्ट, हैदराबाद – 500 062
ECIL Post, Hyderabad 500 062

दूरभाष / Phone: 040 - 2718 2956
ई-मेल/ email: pgrect@ecil.o.in

ECIL:PG(R)/29/2020/CSD/TO(C)/7184211

Date: 28/11/2020

Sub: Offer of Appointment to the post of **Technical Officer on Contract** against Advt. No. 29/2020 - Reg.

Dear Sir,

With reference to the Virtual Interview you had with us on 20/11/2020, we are pleased to offer you the post of **'Technical Officer on Contract'** against the **project requirements of CSD/JNPT, Mumbai** under the administrative control of **Mumbai/West Zone** on the following terms and conditions:

I. Pay & Allowances:

1. Your contract will be for a period of Two Years (i.e., 24 months).
2. During the tenure of your contract, your pay (all inclusive) will be ₹ 23,000 p.m.. No revision will be made in your pay during the term of contract.
3. Since you have declared that you belong to **EWS category**, the appointment is provisional and is subject to the certificate being verified through proper channel for its bonafides. In case the verification reveals otherwise, your services will be dealt with as per applicable rules
4. You will not be eligible for any other allowances/benefits, except the consolidated pay during your contract tenure.
5. You will be reimbursed on submission of proof thereof, a maximum amount of ₹ 3,600 per annum, towards Insurance Medi-Claim coverage for self and family consisting of spouse and two children
6. No travelling allowance of any kind will be admissible to you for joining.
7. You shall furnish details of your Aadhar Card, Permanent Account Number (PAN), Name of the Bank, Branch and Saving Bank Account number at the time of joining.
8. You will be entitled to 18 days paid leave for each completed year of service during your contract tenure @ 1.5 days for every completed month of contract service. No encashment and carry forward of leave will be admissible.

9. You will be entitled to become a Member of Employees' Provident Fund and Employees' Pension Scheme, as per rules. Your contribution and the Company's contribution for both the Provident Fund will be at the rates as may be in force from time to time.

II. Termination:

10. The contract may be terminated without giving any notice under the following circumstances:
 - a. Non-performance or unsatisfactory performance;
 - b. Loss of confidence, continued ill-health/Medically unfit;
 - c. Any act detrimental to the interests of Organization.
11. The contract may also be terminated without assigning any reason(s) by either party by giving three months' notice or contract pay in lieu thereof. However, the Management reserves the right to insist on serving full three months notice period depending on the exigencies of your assignment.
12. The Company reserves the right not to accept your resignation, if the circumstances so warrant, i.e. if the disciplinary proceedings are pending or a decision has been taken by the Competent Authority to issue a charge sheet etc.

III. Others:

13. You shall execute a bond for the contract appointment, in the proforma enclosed on a non-judicial stamp paper of Rs.100/- with notary at the time of joining.
14. During your contract period, you are required to follow the rules, regulations, procedures etc., of the Company. In case of violation, you would become liable for disciplinary action as per our rules.
15. You will be liable to serve in any position, department or shift, as may be assigned from time to time. **Your posting will be at CSD/JNPT, Mumbai.** However, you are liable to serve in any part of India at the discretion of Management depending on organizational needs.
16. You shall not apply for any higher studies / scholarship / appointment / passport / visa without first obtaining written permission of Management. Management reserves the right to refuse permission without assigning any reason.
17. **You shall not make any claim for regular employment in the Company, since your appointment is purely contractual and for specified period.**
18. Your contract appointment will be subject to satisfactory performance, verification of your credentials, testimonials, antecedents, character etc.
19. Your contract appointment is subject to medical fitness (form enclosed) to be certified by a CIVIL SURGEON.
20. You should produce the following certificates/documents in original along with self-attested photo copies while reporting for duty:

- a) A certificate of physical fitness from CIVIL SURGEON as per the format enclosed.
 - b) Two character certificates attested by two different Gazetted Officers (who have known you, for at least six months, at the time of signing the certificate).
 - c) Duly filled-in 6 attestation forms by affixing colour passport size photograph on each Form. In addition, THREE passport size and TWO stamp size photos are required for administrative purposes.
 - d) Documentary proof of your date of birth.
 - e) Documents / Certificates in proof of your educational / technical qualifications and experience certificate (s) if any.
 - f) A Caste certificate issued recently by the Competent Authority in case of SC / ST / OBC. A recent PH certificate if any, issued by Competent Authority specifying percentage of Physical deformity.
 - g) Relieving letter and a service certificate from your present employer, if any, together with a certificate of pay and allowances last drawn.
21. You should inform the Company of any change that has taken place in the particulars already furnished by you, between the date of your filling the application form, the date of your reporting for duty and during the contract tenure.
22. In the event of accepting this offer:
- a. You should agree to assume full responsibility for any loss or destruction of any property that you may bring into the premises of the Company;
 - b. You should agree to authorize and empower the Company to deduct from your pay at any time the cost of replacement of tools / property of the Company which may be entrusted to you during the course of your contract;
 - c. You should also authorize any of your former employers listed in the application form to give the Company their records of your service, the reason for your leaving their employment with all other information, they may have concerning you whether or not on their records;
 - d. You are required to certify that you are not crippled, deformed or suffering from any accident or chronic disease and that the statements and answers in your application are true to the best of your knowledge and belief, without consequential omissions of any kind and that you understand that any mis-statement of facts will subject you to immediate dismissal from employment;
 - e. In consideration of the consolidated contract pay paid by the Company, you should agree to assign to the Company or its assignees the entire right, title and interest in and to any invention including the Intellectual Property Right that you may make during or as a result of your employment relating to the products of the Company and their methods of manufacture;
 - f. You should agree to sign any papers and to do any act which the Company may consider necessary to secure for it or its successors, or assignees, any or all rights relating to such inventions and improvements including patents both in India and abroad;

g. You shall not divulge or disclose to any third party of any inventions or methods or plans etc., which shall be the exclusive property of the Company.

23. In the event of any dispute, only the Courts at GHMC (Kapra Circle), Telangana will have the jurisdiction and no other courts will have the jurisdiction.

24. If you are willing to accept the contract appointment on the terms and conditions stated above, you may communicate the acceptance to the undersigned by 01/12/2020 and report for Joining at ECIL Zonal Office, # 1207, Veera Savarkar Marg, Dadar (Prabhadevi), Mumbai – 400028 on or before 10/12/2020. However, considering the prevailing COVID-19 situations and the state governing rules, your joining date can be reviewed. In case, the Company does not receive your acceptance of this Offer, it will be presumed that you are not interested in the Offer and the same stands withdrawn automatically.

Thanking you.

Yours faithfully,

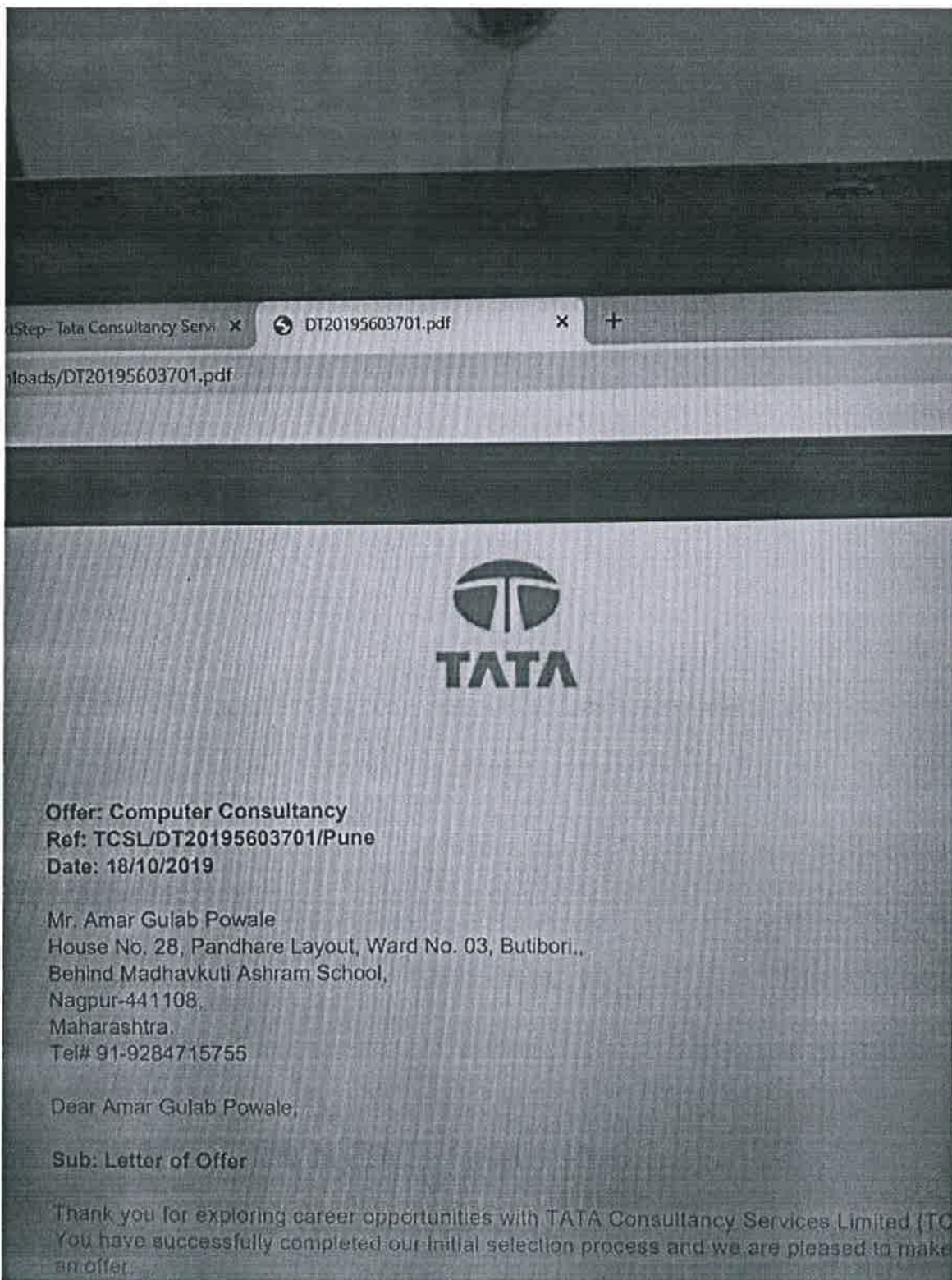
(Vamshi Krishna M)
Personnel Officer, Recruitment.

Encl:

- a) Attestation Form
- b) Character Certificate Proforma
- c) Service Bond Proforma
- d) A Set of Physical Fitness Proforma

I, _____ hereby accept the terms and conditions of the above offer letter.

Signature with Date



Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20195603701

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

For the Tata Consultancy Services Limited, India | TCSL/DT20195603701



Private & Confidential

27 March 2019
Rishabh Gupta
Flat No. - 405," B" Wing, Polite Paradise, Jakat Naka, Dhanori
Pune
Maharashtra
411015
India

Dear Rishabh,

Congratulations, subsequent to the interview process we are pleased that you are considering joining BA Continuum India Pvt.Ltd. ("the Company") in **Hyderabad office**. This letter confirms the terms of our offer with respect to your planned engagement/appointment. You will be designated as Apprentice for one year ("Apprentice Training Period"). Your Annual Compensation (CTC including stipend) will be Rs. 5,50,000.

Other Terms & Conditions

Your anticipated start date will be **03 May 2019**. In case you do not join **BA Continuum India Pvt. Ltd.** by **03 May 2019** this offer of engagement/appointment will stand cancelled and withdrawn. Your engagement/appointment stands effective from the date you report at the premises of BA Continuum India Pvt. Ltd. **During the Apprentice Training Period you will be based in Gurugram, however, during this period you may be sent to other locations within the Company, for training purpose, at the discretion of the Company.**

You will be or may become eligible for other benefit plans as adopted by the Company from time to time. The terms of such benefit plans shall be as determined and/or amended from time to time by the Company and shall be governed by the terms of the applicable plans or award agreement provided to you at the time of issuance.

The Company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.

During the Apprentice Training Period, terms and conditions of the Apprentices Contract dated **03 May 2019** duly agreed and signed by you will be applicable. Post successful completion of the Apprentice Training Period, you will be absorbed as **Sr Tech Associate** in Band **H7**. Thereafter either party is entitled to terminate the contract by giving 60 days notice. Whereas the Company reserves the right to request service of notice or pay salary in lieu of, your notice period waiver or payment in lieu will be at the sole discretion of the Company, but in no event will be less than the minimum period required by applicable law.

The condition of this offer are:

1. Your background check, including credit, and employment reference is satisfactory to the Company and the Company is able to verify, to its satisfaction, the personal and sensitive information (including but not limited to biometric data, such as fingerprints) you have provided or would be required to provide during the course of your application in your resume, Candidate Information Sheet that you will be signing at the time of execution of this offer letter ("**CIS Form**") and such other information as may be requested by the Company.

Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be confidential and solely for the Company's use, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company;

2. Where required, you are able to provide evidence of your right to work and remain in India, in accordance with legal requirements, or being issued with the relevant work visa, work permits, residence cards, licences, registrations or memberships;
3. Where required, you provide original documentary evidence of your previous employment, academic and professional qualifications as part of the background screening process;
4. You make full and frank written disclosure of all directorships and other positions of office that you currently hold;
5. You commence employment with Company on a date acceptable to Company and further that you are not subject to any restrictions arising from your current (or any previous) employment which may adversely impact on your activities for the Company;
6. You meet any further requirements as stated in this offer letter; and
7. You warrant and represent to the Company that all information, statements and documents made or provided to the Company for the purposes of any job application or any part of the recruitment process, including any application form or resume, are not misleading, false, incomplete or inaccurate for any reason, whether by way of any omission or otherwise.

Objections to the collection, use, storage, transfer or other processing of personal and sensitive information or withdrawal of consent may affect your employment with the Company as sharing of such information with the regulatory authorities both in India and other jurisdictions of operations can be an essential prerequisite of your job requirement.

We reserve the right to withdraw this offer as appropriate if any of the above conditions are not met, or if accepted, to rescind any agreement by reason of you failing to meet a condition precedent of employment, or to terminate your employment at our option.

By accepting this offer you acknowledge that you have been directed by the Company to comply with any continuing lawful and enforceable obligations that you may have to any former employer. You should make your line manager and HR representative aware of these obligations at the time of accepting this offer. This will include any post termination restrictions on your activities in relation to clients or employees of any former employer and any confidentiality obligations regarding trade secrets or other proprietary information belonging to your previous employer(s). Additionally, you should provide to the Company any correspondence from your former employer which you receive following your resignation, such as a relieving letter, which summarises the obligations by which your former employer believes you to be bound. In particular you agree not to bring to the Company any documents or other information in any format, will not download, email, copy or otherwise send to yourself or anyone at the Company any documents or information in any format from your former employer(s) or other parties to whom you owe a duty of confidentiality; will not disclose any confidential, proprietary or trade secret information of any former employer or its clients, and will not use, disclose or act on such information in performing your duties for the Company. If, in the Company's opinion, such obligations to your former employer would mean you could not carry out your role with the Company then we may rescind or revoke this offer of employment.

By accepting this offer, you are agreeable to keep yourself in reasonable readiness to move to whatever place of occupation, the Company desires you to undertake.

Your employment is transferable or, you may be sent on deputation or on secondment, to any location in India or abroad either within the Company or to any of its associate or sister concerns or its subsidiary whether existing today or which may come up in future at any time at the sole discretion of the Company.

In case you are entitled to 'Relocation' and/or 'Notice pay out' benefit as per Company policy, the Company reserves the right to recover the entire amount spent, should you voluntarily terminate your employment or your employment is terminated by the Company (on disciplinary grounds), anytime within twelve (12) months from your start date at the new location. The amount recoverable from you by the Company will be based on actual amount spent by the Company or paid by the Company pursuant to your claims. The Company may at its sole discretion, if it thinks so fit to do, waive any portion of or the entire amount recoverable from you. The amount recoverable from you by the Company will be based on actual amount spent by the Company or claimed by you from the Company, on such relocation and/or Notice Payout.

Your employment with the Company is at all-time contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or within the Company, and as amended from time to time.

This Agreement is governed by and construed in accordance with Indian law and the parties submit to the exclusive jurisdiction of the Indian courts.

Representations & Warranties

1. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.
2. You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the Company, or participate in recruiting or staffing efforts on behalf of the Company.
3. You further represent and agree that you will not knowingly use or otherwise disclose any confidential, business and proprietary or trade secret information obtained as a result of any prior employment in connection with the performance of your job duties for the Company, unless specifically authorized to do so by someone with the appropriate authority from the applicable place of former employment, and that this provision should be regarded as this Company's instruction for you not to do so. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential, and agree not to share them with anyone except with your immediate family, personal, financial and legal advisors.

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your

employment with the Company and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

Assuming that you accept and agree to the terms of this letter, during the period which begins immediately after you sign and date this letter, and ends upon your actual commencement date, you acknowledge and agree that your employment with the Company will not yet have begun (the "Interim Period"). You further acknowledge and agree that your employment with the Company will begin on the commencement date when you start work for the Company. During the described Interim Period, this letter remains subject to rescission / revocation by the Company, in its sole discretion upon discovery of conduct or behavior by you which would constitute a breach of the representations and warranties set out in this letter; or such other behavior or conduct as is plainly and materially injurious to the Company, its business interests or its reputation.

During the Interim Period the Company will conduct verification of the information provided by you in your resume, CIS Form etc., in connection with your employment application and for employment purpose. By executing the CIS Form you give your consent regarding such verification being conducted by the Company. In the event the Company consents to your employment commencing ahead of the satisfactory completion of the required background check(s), your continued employment will be conditional on the satisfactory completion of such background screening procedures. If the Company requires additional documentation in support of your background check you will be given a maximum of thirty (30) days from the Date of Joining to provide any such documentation. Consequently, in the event that you fail to provide any documentation within thirty (30) days, or the Company is not satisfied with the documentation, or the results of your pre-employment screening, Company will be entitled to withdraw or rescind this offer by reason of you failing to meet a condition precedent of employment, or to terminate your employment at its option. Your employment will cease without any entitlement to notice or pay in lieu of notice. In the event of withdrawal or termination, no further entitlements (including any sign-on incentives) will be payable and you will be required to repay any sign-on payments already made.

We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career with the Company. Please review this letter and return the signed copy of this letter as your acceptance of the terms and conditions contained herein. If you have any questions or if there is any way I can help you further, please do not hesitate to call.

Sincerely,
For BA Continuum India Pvt. Ltd.

Shrinivas Appala Raju Kolya
Vice President

Date: 27 March 2019
Accepted and Agreed:

Rishabh Gupta

Date: _____

City: _____

Date: March 15, 2021

Ref: BPS/HR/2021/671108

SERVICE LETTER

Name : Pooja Dilip Nagare
GID No : 671108
Band : U1
Designation : Associate-Customer Support
Date of Joining : December 24, 2019
Circle : BSGDOM2
Total cost to company : INR 180000 P.A
Date of Relieving : December 21, 2020

For Tech Mahindra Limited,



Jegapriyan V
Group Function Head- Human Resources

Note: In case of any query post exit, kindly raise a request in the Communicate section on the ReMember Portal (<https://remember.techmahindra.com/loginpages/loginnew.aspx>) after Login (register using your GID 5 or 6 digit Associate ID while at Tech Mahindra / Mahindra Satyam)

Background Verification Vendors are requested to raise a request on <https://exempverify.techmahindra.com> for any background verification request

Corporate & Registered Office: 612/613, Palm Spring Centre
Mind Space, New Link Road, Malad (W), Mumbai: 400 064
Tel No.: +91-022-40549797, Fax No: 40549700
www.promptpersonnel.com



To,
Pacharane Neha Ganpat,

Date: 09/01/2020

Subject: Offer Letter

Dear Pacharane Neha Ganpat,

We have pleasure in informing you that you have been selected "**NOC Engineer**" at our Client Place "**Tata Communications Transformation Services Ltd**" Salary Offered to you is **Rs.12360/- Net Take Home**. Your Salary Structure shall be as per Annexure A.

You should join duty on **13-Jan-2020** at **Tata Communications Transformation Services Ltd** Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer letter.

Based on company requirement a background Verification Check will be carried out within the first month from joining. Depending upon the result of the Background Verification Check your services with **Tata Communications Transformation Services Ltd** will continue. If the Background Verification Check result is found "Negative", your services will be terminated with immediate effect. You will be paid the salary for the days you have worked, but no notice period will be offered.

Your employment may be terminated by the company either by giving 30 days of written notice or salary in lieu of notices without assigning any reason whatsoever. Similarly you may also terminate the service by giving One Month written notice or by depositing or adjusting your One Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your Appointment letter.

We expect you to contribute towards the long-term growth of the company.

Following Documents will be required Before your Joining date

1. Resume copy
2. Latest passport size photographs.
3. I.D Proof (Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates/Mark Sheets. (10th, 12th, Final Year)
6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
7. Cancelled Cheque/ Passbook of your savings bank account.
8. Pan Card & Aadhaar Card (Mandatory)
9. Joining Kit Forms (Form 11, Form 2, Form-1 and Prompt Joining Form)

**For, PROMPT PERSONNEL CONSULTANCY
SERVICES PVT.LTD**



Authorized Signatory

Name: Pacharane Neha Ganpat

Designation: NOC Engineer

**ANNEXURE 'A'
STATEMENT OF GROSS WAGES**

Sr. No.	Salary Heads	Monthly	Annually
1	Basic	12500	150000
2	HRA	665	7980
3	Other Allowance	0	0
4	Mobile Allowance	0	0
5	Advance Bonus	1002	12024
A	Gross Per Month	14167	170004
1	PF	1500	18000
2	Profession Tax	200	2500
3	ESIC	107	1284
	Total Deduction	1807	21784
B	Net In Hand	12360	148320
	Employer Contribution		
1	Employer PF	1625	19500
2	Employer ESIC	461	5532
3	GHI/ GPA	200	2400
	Total Employer Contribution	2286	27432
C	Total CTC (A+B)	16453	197436

Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance and confirm the date of joining. Wishing you a long and successful career at Prompt.

**For, PROMPT PERSONNEL CONSULTANCY
SERVICES PVT.LTD**



Authorized Signatory

I **Pacharane Neha Ganpat**, have read the above terms and conditions and accept this order of Offer.

Date: 09/01/2020

Signature

Employment with KStudio Solutions Pvt. Ltd. (Appointment Letter)

Date : 25th October 2019
Name : Trupti Randhir Pawar
Employee No : 049
Address : Ganjwe Cauk, Sadashiv Peth, Vithal Mandir Lane, Opp. Albino Fisheries, Pune - 411030

Dear Trupti,

We are pleased to inform you that, based on the representations made by you during the interview process and in your resume, we have extended our offer to join KStudio Solution Pvt. Ltd. ("KStudio" or the "Firm"), effective from a mutually agreeable date (25th October 2019).

Initially, you will be joining our Firm's office situated in Pune as **Embedded Engineer** – (the "Appointment Letter").

1. **Reporting:** Initially, you will report directly to the **Suraj Wagh**, in **Electronics** division and ultimately to the **Leadership Team**, but nevertheless the Firm reserves the right to modify the organizational structure without prior notice.
2. **CTC:** Your CTC (includes PLR) upon your joining will be **INR 3,13,200** subject to all applicable taxes and other legally required or customary withholdings and deductions. The breakdown of your CTC Structure is set out in **Annexure A** of this Offer Letter.
3. **Performance Linked Reward - PLR.** As mentioned in your CTC structure you will be eligible to receive annual Performance Linked Reward. The PLR compensation is contingent upon your continued employment with the Firm, performance of the Firm and your performance and such payment shall be determined by policies defined at the sole discretion of the Firm.
4. **Other Benefits.** You will also be entitled to participate in employee benefit plans maintained by the Firm that are available to the employees of the Firm generally. The Firm reserves the right to amend, modify, or terminate any of its benefits plans and/or programs at any time in its sole discretion. Nothing contained herein shall be construed to create an obligation on the part of the Firm to offer or establish any particular plan, program or benefit or maintain the effectiveness of any such plan, program or benefit which may be in effect from time to time.
5. **Working Hours.** Your working hours shall be set by the Firm in its discretion in compliance with applicable law and as per the policies and procedures of the Firm in force from time to time.
6. **Leave.** Please refer our Employee Handbook. in accordance with the policies and procedures of the Firm in force from time to time. You shall schedule all leave in accordance with the Firm's policy.
7. **Termination.** Either party may terminate this Appointment and your employment with the Firm in accordance with the Firm's termination policy, upon **2 Months** prior written notice to the other party.



8. **Compliance and Other Agreements.** Upon joining the Firm, you will be expected to abide by all legal, professional, ethical and Firm requirements, rules, regulations, policies, and practices applicable to your work, whether currently in place or subsequently adopted. Before accepting the Firm's offer of employment, you must fully disclose all contractual and other restrictions or obligations with other parties, including any noncompetition or non-solicitation agreements with prior employers that may or will impose limitation on your professional activities with KStudio. The Firm expects you to abide by all such restrictions or obligations and to avoid involvement, while employed by the Firm, in any matter that could pose a conflict as a result of confidential, proprietary or trade secret information obtained by you or prior to your employment with the Firm. By agreeing to become employed by the Firm, you represent that none of these restrictions or obligations is inconsistent with your acceptance of this offer of employment or you are becoming, and serving, as an employee of KStudio.
9. **Confidential and Proprietary Information and Materials and Exclusivity.** You acknowledge that by reason of your duties, you will be given or may have access to and become informed of confidential or proprietary information which the Firm possesses or to which the Firm has access, and which relates to the Firm, its business, activities, investments and/or constitutes a trade secret of the Firm. You further acknowledge that your employment creates a relationship of confidence and trust between you and the Firm and that you will be entrusted with, utilize, and be responsible for the furtherance of employee, customer, client, investor, and supplier relationships and goodwill of and on behalf of the Firm. Accordingly, this offer and your employment with the Firm is also conditioned upon your execution of the confidential and proprietary information and materials and exclusivity regarding confidentiality, ownership of creations, competing activities, proprietary information of third parties and related issues and obligations and agreeing to other employee policies of the firm.
10. **Covenant Not to Compete:** You agree that at no time during the term of your employment with the Company will you engage in any business activity which is competitive with the Company nor work for any company which competes with the Company.
- For a period of one (1) year immediately following the termination of your employment, You will not, for yourself or on behalf of any other person or business enterprise, engage in any business activity which competes with the Company in a worldwide geography in which you were employed.
11. **Non-solicitation:** During the term of your employment, and for a period of one (1) year immediately thereafter, You agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.
12. **Soliciting Customers After Termination of Agreement :** For a period of one (1) year following the termination of your employment and your relationship with the Company, You shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them. Neither shall you call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom You have called or with whom You became acquainted during the term of your employment, as the direct or indirect result of your employment with the Company.
13. **Injunctive Relief:** You hereby acknowledge (1) that the Company will suffer irreparable harm if You breach your obligations under this Agreement; and (2) that monetary damages will be inadequate to compensate

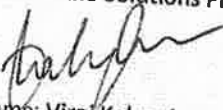
the Company for such a breach. Therefore, If You breach any of such provisions, then the Company shall be entitled to injunctive relief, in addition to any other remedies at law or equity, to enforce such provisions.

This offer supersedes and replaces any and all prior offers, agreements, statements, and representations made, whether written or oral, including statements and representations made in any advertisement or in the course of any job interviews, discussions, or negotiations for this position. This offer shall be construed under and be governed in all respects by the laws of India.

To accept our offer and the terms of this Offer Letter, please sign below in the space provided, sign the employee undertakings on confidential and proprietary information and exclusivity etc., and return the executed original of each document to the Firm. Please retain the second copy of each document for your files.


If you have any questions, please do not hesitate to contact me or the Firm's human resource department.

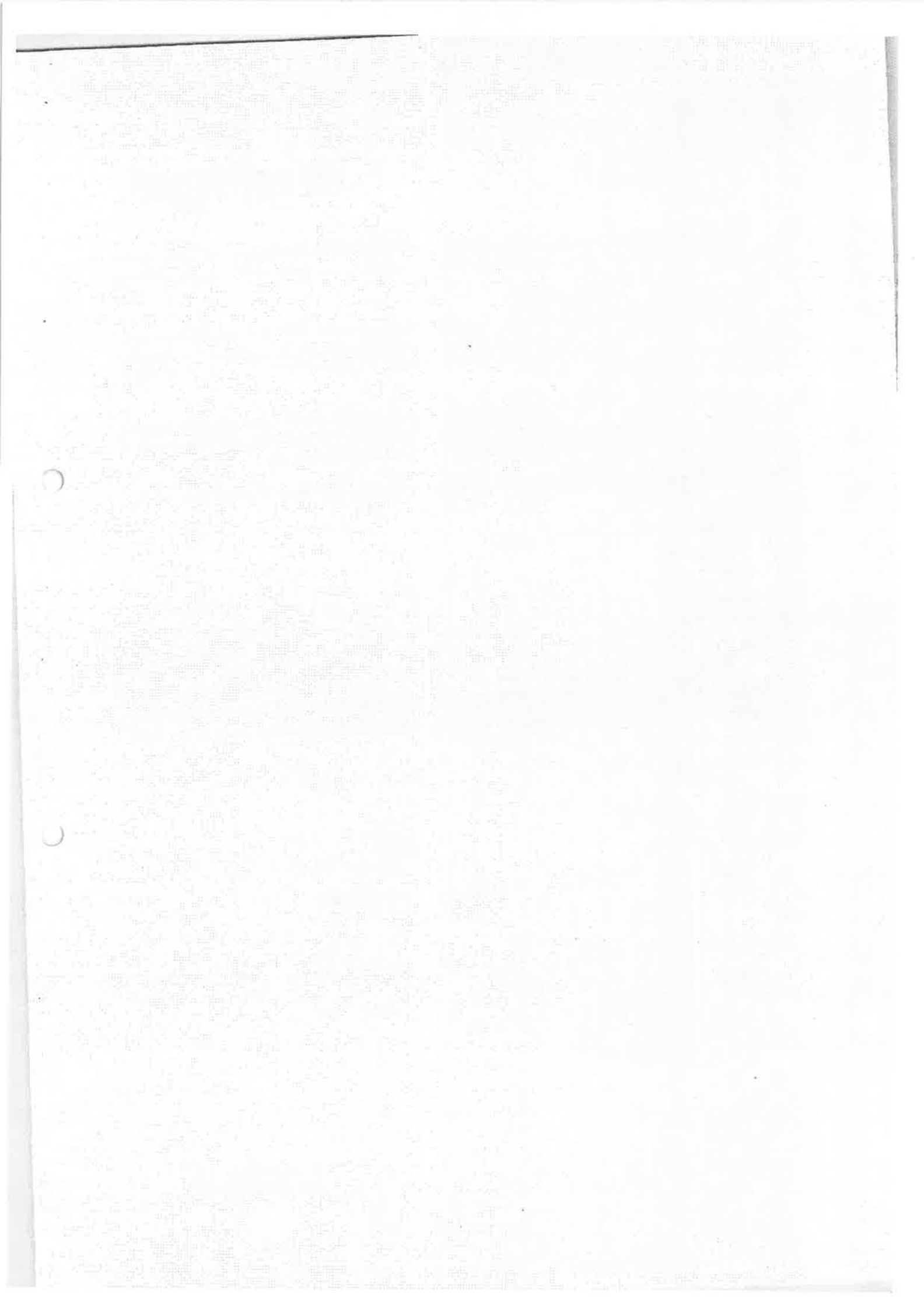
Sincerely,
For KStudio Solutions Private Limited


Name: Viraj Kalyani
Designation: Director

By your signature below you acknowledge that you have read and understand the foregoing Agreement, that you agree to comply with all of the terms of the Agreement, and that you have received a copy of the Agreement.

Date: 25-10-2019


Name: Trupti Randhir Pawar



Annexure A

KALYANI STUDIO
 Engineering Magic

Salary Structure

Particulars	Name	Trupti Pawar	
	Role	Embedded Engineer	
	Date	25-Oct-19	
	Annual	Monthly	
Fixed Salary			
BASIC	2,66,400		22,200
HRA	1,19,900		9,992
Organizational	47,960		3,997
Gross Salary	98,540		8,212
PF Employee	2,66,400		22,200
ESIC Employee	14,388		1,199
Total Deductions	-		-
Net Salary	14,388		1,199
PF Employer	2,52,012		21,001
ESIC Employer	14,388		1,199
Gratuity	-		-
CTC	5,772		481
Performance Linked Reward (PLR)	2,86,560		23,880.00
Total CTC	26,640		2,220
Indicative Tax Calculation	3,13,200		26,100
HRA & Other Tax Exemptions	-		-
Taxable Salary (Pretax Salary - Exemptions)	-		-
Income Tax (TDS) as per IT Act	2,52,012		21,001
Professional Tax	207		17
Take Home - Post Tax Salary	2,500		208
	2,49,305		20,775.40

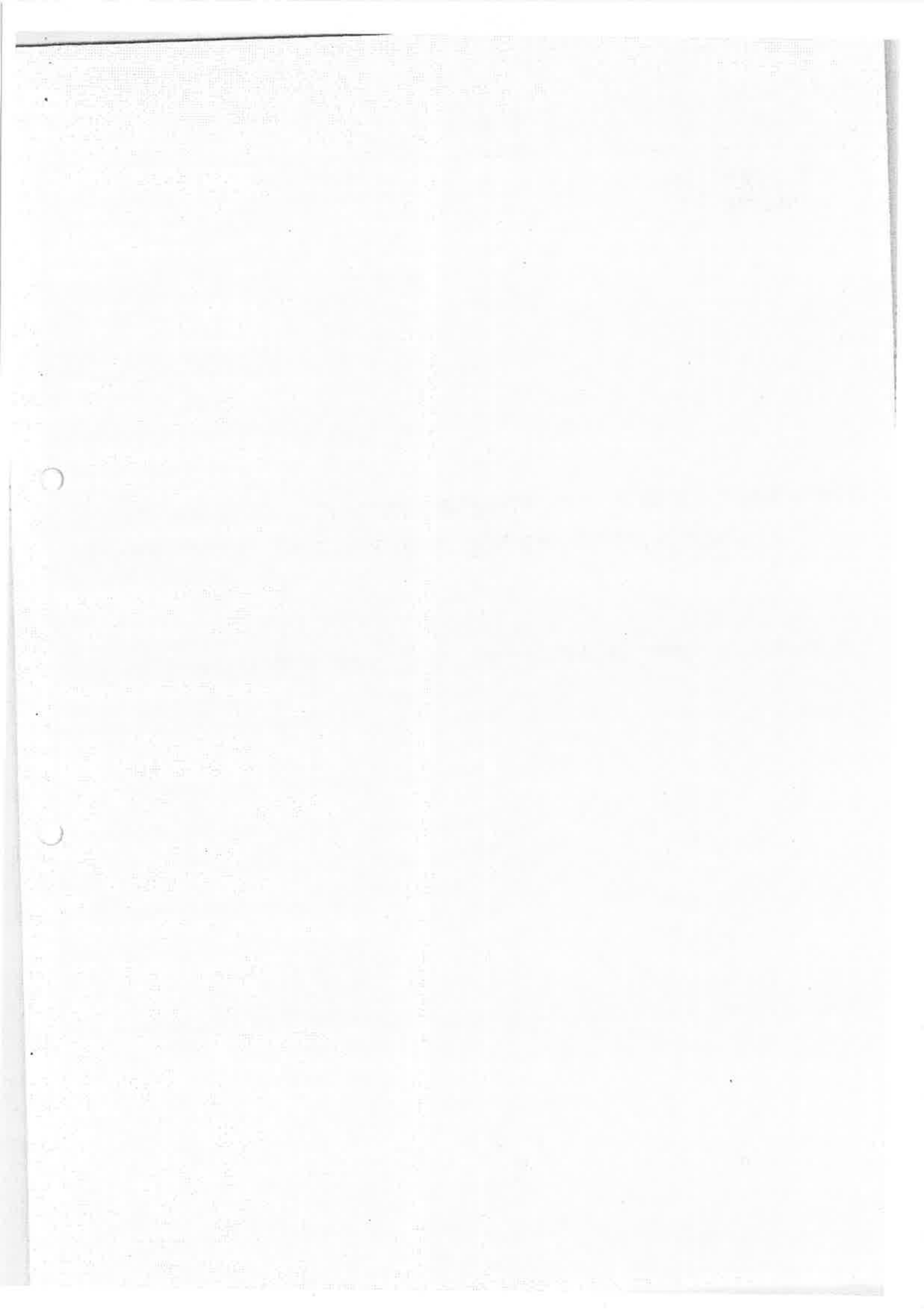
Notes :

1. Performance Linked Reward is the maximum value to be paid quarterly and in proportion to achievement against performance criteria. It is subject to TDS at the time of payment and not considered in Annual TDS computation.
2. The above tax calculation is an example only for understanding. Actual TDS will be calculated for each employee individually post appointment and submission of required documents.
3. The Take Home salary is calculated with the assumption of "Zero" Tax Exemptions, Savings & any other income. Applicable exemptions based on valid proofs may reduce the TDS and increase Take Home.
4. For any taxes that become applicable to the remuneration paid to an employee, shall be borne by the employee.
5. If any compliance deductions becomes applicable during the first year of service, the same will be carved out within the above structure.

Shubham
 Shubham Game
 Prepared By

Viraj
 Viraj Kalyani
 Authorised By

Shubham





D. J. N. Brown, M. J. Griffin, B. J. Griffin, B. J. Griffin

We are glad to inform you that your services as "Trainer" are extended for six months during the course of your assignment you will report to Uday Choudhary.

1. **Period of Assignment:**
35th December 2018 to 24th June 2019.
2. **Salary:**
You will be eligible for stipend of Rs.1,00,000/- (Rupees Fifteen Thousand Only) per month. You shall be provided Company Bus Service as well as lunch facility without any charges during the period of your assignment.

Please note that the above mentioned stipend is all inclusive, and that no other incidental/overhead charges shall be payable

3. It is expressly understood that this contract is specific and purely temporary in nature, and that you will not be deemed to be an employee of the company and as such you will not be entitled to any benefits whatsoever which may normally be applicable to employees of the Company.
4. You have to maintain confidentiality about all matters pertaining to the terms and conditions of the contract and any other technical, managerial, administrative and supervisory knowledge that you might possess as a result of executing your designated responsibilities in our company. At the same time we are aware, that you may have to interact with our customers, vendors and / or associates in connection with this consultation assignment with our company. Such interaction will not constitute breach of confidentiality.
5. You shall not incur any expenditure on behalf of the company until and unless you have prior written approval for the same.
6. The company will have no liability for compensation whatsoever for any injury / accident arising out of or in the course of assignment.
7. Upon termination of this assignment in any manner whatsoever, you shall handover proper charges of all documents, papers, materials, equipment's or any other property of the company in your possession or control to a person authorized by the company.
8. This agreement does not in any way constitute you as an agent of the Company and you should not represent as such to any other entity.

ATA AUTOCOMP SYSTEMS LIMITED

Satisfy Client Management Objectives

THE NATIONAL INSTITUTE OF MENTAL HEALTH

For a 2006-07 study, see www.irs.gov/efile.

Type 6

4000 Old County Road, Waltham, MA 01981

We also asked if officials knew we would like to engage with an "outsider" for an interview. During the discussion of which representatives you would request to see, Lindsay Chubb said:

Received at Massachusetts
23rd November 1938 Dec 20/38

2. **Stipend**
You will be eligible for stipend of Rs.9000/- (Stipend Nine Thousand Only) per month. You shall be provided Company Bus Service as well as Lodging facility without any Charges during the period of your assignment.

Please note that the above mentioned stipend is all inclusive, and that no other incidental/overhead charges shall be payable.

It is especially understood that this contract is specific and purely Temporary in nature, and that you will not be deemed to be an employee of the company and as such you will not be entitled to any benefits whatsoever which may normally be applicable to employees of the Company.

4. You have read and confidentially used all information relating to the terms and conditions of the contract and any other technical, managerial, administrative and proprietary knowledge that you might possess as a result of securing your design services from us. You agree to keep this information confidential and to not disclose it to any third parties, except as may be required by law. This obligation shall survive the termination or expiration of this agreement.

5 You shall not incur any expenditure on behalf of the company until and unless you have
6 prior written approval for the same.

5. The company will have no liability for compensation whatsoever for any injury / accident arising out of or in the course of assignment.

Upon termination of this assignment in any manner whatsoever, you shall transfer possession of all documents, papers, materials, equipment or any other property of the company to your possession or control to a person authorized by the company.

8. This agreement does not in any way constitute you as an agent of the Company and you should not represent as such to any other entity.

TATA AUTOCOMP SYSTEMS LIMITED

Supply Chain Management (Dissertation)

14055 • Thursday, November 11, 2010

to the "wage staff" to which employers provide a wage.

[illegible]

Registered office: 100 Broad Street, New York, NY 10038

Candidate ID: 1716314 /240526,

Date of Joining: 11/14/2018,

Joining Location: Pune,

Designation: Analyst,

Dear Aarati Kalane,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 AM IST at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. A-1, Technology Park,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057
<https://goo.gl/maps/j1onWamAajs>

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1716314 /240526,

11/06/2018,

Aarati Kalane
At-Dhalewadi, Po-Kothale,,Tal-Puranhar, Dist- Pune,
Pune ,
India

Confidential

Dear Aarati Kalane,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/14/2018 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**
- B) You will be required to work at the Company's offices in location **Pune**
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 240,001.00** (Rupees Two Lakh Forty Thousand and One only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Aarati Kalane,

Analyst

Total Cost to Company (CTC).

Rs.240,001.00

Monthly Components	Per Month	Annualized
Basic	Rs 9,364.00	Rs 112,368.00
House Rent Allowance	Rs. 4,682.00	Rs 56,184.00
Other Reimbursements & Allowances#	Rs. 1,124.00	Rs.13,488.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 1,873.00	Rs. 22,476.00
Gross monthly salary	Rs.17,043.00	Rs. 204,516.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,124.00	Rs.13,488.00
Gratuity (accrual only)		Rs.5,400.00
Total Fixed Compensation		Rs.223,404.00
Total Cash Compensation		Rs. 223,404.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 6,877.00
Capgemini contribution to ESI		Rs.9,720.00
Total Cost to Company		Rs. 240,001.00



218

14th January 2019

To,

Mr. Arun Yadav,
E-2104 Palam Vihar,
Gurgaon, Haryana.

Dear Arun,

We welcome you to InstaReM India Pvt. Ltd, and are confident that you will build a long and mutually rewarding career with us. We believe that it is individuals like you who can along with all of us build a world-class company.

InstaReM as an organization provides long-term career opportunities for every individual. We sincerely hope that, you will grow with us and develop a memorable institution.

Enclosed please find your employment letter and other relevant details. Meanwhile, if you would like to know more about the company or for any other clarifications, please contact **Ms. Satbir Saini** (+91-7304210660).

Thanking You.

For InstaReM India Pvt. Ltd

Shobha Sawant
Global Head- Human Resource

☎ 022 62599999
✉ info@instarem.com
🌐 www.instarem.com

📍 InstaReM India Private Limited
Corporate Identification Number (CIN) - U74999MH2015FTC262511
1201-1205, B-Wing, Kanakia Wall Street, Chakala,
Andheri-Kurla Road, Andheri East, Mumbai,
Maharashtra 400059.



To,

14th January 2019

Mr. Arun Yadav,
E-2104 Palam Vihar,,
Gurgaon, Haryana .

Subject: Offer Letter

Dear Arun,

We are pleased to make an offer to you to join InstaReM India Pvt. Ltd, in our Mumbai office as Analyst - Cyber Security

Your annual salary will be **Rs 500005 /- (Rupees Five Lakhs and Five)** per annum. This salary will be the Cost to Company (CTC). A detailed break-up is mentioned in the enclosed Annexure-1.

TERMS & CONDITIONS

This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time. We expect you to keep the salary details confidential at all times.

DATE OF APPOINTMENT

Your date of appointment is effective from the date of joining, **1st February 2019**

INITIAL APPOINTMENT & SUBSEQUENT TRANSFERS

Your initial appointment will be at **Mumbai Office**. You will be liable to transfer in such capacity as the company may from time to time determine to any other location, departments, establishment, factory or branch of the company or subsidiary, associate or affiliate of the company in India or abroad.

COMPANY CONFIDENTIALITY AND NON-COMPETITION AGREEMENT

Attached hereto is the Company's standard Confidentiality and Non-Competition Agreement to be signed by you. This offer is expressly conditioned upon the execution of the Confidentiality and Non-Competition Agreement.

PROBATION & CONFIRMATION

Your probation period is of 6 months from the date of joining. You will be confirmed into the services of the company upon the successful completion of your probation period. If your performance is found to be unsatisfactory, company either reserves the right to extend your probation period or end the employment as per the notice period clause.

☎ 022 62599999

✉ info@instarem.com

🌐 www.instarem.com

📍 InstaReM India Private Limited

Corporate Identification Number (CIN) - U74999MH2015FTC262511

1201-1205, B-Wing, Kanakia Wall Street, Chakala,

Andheri-Kurla Road, Andheri East, Mumbai,

Maharashtra 400059.



NOTICE

You or the organization may terminate your service at any time by giving 30 days' notice during probation period and 90 days' notice post confirmation or gross monthly salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

COMPLIANCE

You will be bound by any rules, regulations and order promulgated by the Company from time to time, in relation to conduct and work. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business, employment or activities whatsoever without the prior written permission of the Company and shall not accept any emoluments, salary, commission or honoraria whatsoever from any party without the prior permission of the Company.

REPRESENTATION

You warrant that all information provided by you including, but not limited to that set forth or stated in your resume or an interview of references, submitted in consideration for employment by the Company or deputation / secondment to its clients is true to the best of your knowledge. You further warrant that you are not restricted by and have no conflict of interest derived from any employment or other Agreement or any other interest/obligation that would interfere with your performing work as directed under this Appointment Letter for the Company and that you shall inform the Company immediately, should such a restriction or conflict arise. You understand that any mis-statements or lack of candor by you concerning your qualification or availability to the Company or its clients may be grounds for immediate discharge by the Company and may subject you to damages for any harm caused to the Company.

Through signing-off your acceptance to this offer, you also hereby authorize the Company to carry out comprehensive and detailed background and reference checks on your social, professional, criminal and any other background and conduct, as and when required and without the need to alert/intimate yourself. In the event, the Company discovers anything that is illegal or unacceptable as per the Company's social and/or professional standards or contrary to what has been declared by yourself at the time of employment, your appointment will stand terminated. The Company will in all situations, retain the right for future legal recourse / remedy and any delay in exercising this right will not be construed or interpreted as a waiver.

You will be governed by all the terms and conditions that the company will amend/make/circulate from time to time.

For information on the regular policy and benefits you would be entitled to, please refer Annexure -2

Kindly sign the duplicate copy of this letter as a token of your acceptance of this appointment letter and its terms and conditions given in the annexure. You are advised to go through the contents before signing this letter.

Acceptance

I, Mr. Arun Yadav agree to accept the employment on the terms and conditions mentioned in this appointment letter and the annexures. I shall join InstaReM India Pvt. Ltd on _____.

Name

Signature

Date

Place

☎ 022 62599999

✉ info@instarem.com

🌐 www.instarem.com

📍 InstaReM India Private Limited

Corporate Identification Number (CIN) - U74999MH2015FTC262511

1201-1205, B-Wing, Kanakia Wall Street, Chakala,

Andheri-Kurla Road, Andheri East, Mumbai,

Maharashtra 400059.

Annexure – 1

Particulars	Monthly Rs	Annual Rs
Basic		
HRA	26034	312408
Medical Allowance	10414	124963
Conveyance	1250	15000
Children Education Allowance	1600	19200
LTA	200	2400
Total Monthly Gross	2170	26034
Less Deductions	41667	500005
Profession Tax		
Provident Fund	200	2400
Total deductions	3600	43200
Net Salary	3800	45600
Cost To Company	37867	454405
	41667	500005

EMPLOYEE HEALTH BENEFIT

Group Mediclaim Coverage (GMC): You are eligible for Group Mediclaim policy which has a sum insured for Rs.3 lacs taken for self and dependents (Spouse and maximum 2 children) in total while in employment with the Company.

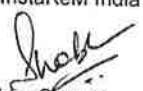
Group Personal Accident Insurance (GPA): All employees are covered under Group Personal Accident Policy. The coverage is limited Rs. 3 lacs while in employment with the Company.

Group Term Life (GTL): All employees are covered under Group Term Life policy. The coverage is limited to Rs. 10 lacs while in employment with the Company.

SALARY REVISION: Your next salary revision will be due in December 2019.

Thanking you.

For InstaReM India Pvt. Ltd.


Shobha Sawant
Global Head- Human Resource

Acceptance

I, Mr. Arun Yadav understand and accept the compensation breakup mentioned in ANNEXURE-1 mentioned in this appointment letter and the annexures. I shall join InstaReM India Pvt. Ltd on _____

Name

Signature

Date

Place

☎ 022 62599999

✉ info@instarem.com

🌐 www.instarem.com

📍 InstaReM India Private Limited

Corporate Identification Number (CIN) - U74999MH2015FTC262511

1201-1205, B-Wing, Kanakia Wall Street, Chakala,

Andheri-Kurla Road, Andheri East, Mumbai,

Maharashtra 400059.

Annexure - 2**WORK HOURS & DAY'S**

The official working hours are specific to your location. The Company reserves the right to amend the working hours as and when required. Any change in the working hours shall be made known to the employees. If you are required to operate from any other InstaReM office, outside India, you are required to follow the official working hours of that particular office. You may be required to operate in shift depending on local business need which will be communicated to you from time to time.

LEAVES

You are entitled for 21 Annual leaves on prorata basis for the year which will be in accordance with the rules of the company.

As per the revised Maternity Benefit (Amendment) Act 2017, all regular fulltime women employees who have completed 80 days of service are eligible for 26 weeks of paid maternity Leave of which not more than 8 weeks shall be availed before the date of delivery.

All leaves are subject to terms and conditions of the Leave policy.

HOLIDAYS

You would be entitled for 10 Public holidays and 2 optional holidays as per the company holiday list.

PAYDATE

Your pay date would be 1st of the month. In case, the pay date fall on public holidays/Weekends or bank holidays, the pay date by default would be the next working day.

NOTICE BUYOUT REIMBURSEMENT


Notice period buyout reimbursement is not applicable.

RELOCATION & REMUNERATION

In case your role requires you to relocate to other InstaReM location, your remuneration would be revisited and relocation would be facilitated as per the Relocation Policy.

Acceptance

I, Mr.Arun Yadav agree to accept the ANNEXURE-2 mentioned in this appointment letter and the annexures. I shall join InstaReM India Pvt. Ltd on _____

Name**Signature****Date****Place** 022 62599999 info@instarem.com www.instarem.com**InstaReM India Private Limited**

Corporate Identification Number (CIN) - U74999MH2015FTC262511

1201-1205, B-Wing, Kanakia Wall Street, Chakala,

Andheri-Kurla Road, Andheri East, Mumbai,

Maharashtra 400059.

Date: 28th March 2018

Miss. Phalguni Sharmili
A3-403 Genesis Apartment
Wadhmukhwadi Alandi Road
Pune - 412 105
Maharashtra (India)

RE: LETTER OF OFFER OF EMPLOYMENT

Dear Phalguni,

Following our recent discussions, we are delighted to offer you the position of 'Digital Marketing Executive' with Yashus Digital Marketing Private Limited. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Graphic Designer

Start date: on 16th June 2018

Salary Structure:

Particulars	Amount				
	Q1(INR)	Q2(INR)	Q3(INR)	Q4(INR)	Total
Gross Salary / month	15,000.00	15,000.00	15,000.00	15,000.00	1,80,000.00
Performance Bonus	4000.00	4000.00	4000.00	4000.00	48,000.00
Loyalty Bonus on completion of 1 year	NA	NA	NA	NA	40000.00
Total					2,68,000.00

Probation: six months from the date of joining.

Hours of work: Monday to Saturday 0930 Hrs – 1900 Hrs

Reporting relationship: Mr Sachin Selvaraj, Head Digital Marketing.

Notice Period: Three Months

- Yashus Digital Marketing Pvt Ltd -



Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Mr SujayKhandge

(Managing Director and CEO)

Yashus Digital Marketing Pvt Ltd, Pune.

With the signature below, I accept this offer for employment.

Signature:

Name:

Date:

Place:

- Yashus Digital Marketing Pvt Ltd -

Register& Head Office: D/26, Everest Height, Park Road, Near
AnandNiketan School, Viman Nagar, Pune – 411014, Maharashtra, (India)
CIN - U74120PN2015PTC157176

Tel: +91 020 26631355
Cell: +91 9766654355

Website:www.yashus.in
Email: sujay@yashus.in

Ref: 706425/1675077/ELTP ✓

04-MAR-2019 ✓

Ms. Bharati Raghuveer Lohiya ✓
Pune (MAH) - 411052
Mobile: 7507684059

Subject: Offer of Appointment

Dear Ms. Bharati Raghuveer Lohiya

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under **ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



ANNEXURE - A

NAME	Ms Bharati Raghuveer Lohiya
TITLE	Associate Software Engineer
BAND	U1
LOCATION	PUNE
COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,712
HRA (@50% OF BASIC)	33,856
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,125
FLEXIBLE COMPONENTS OF TFP	92,013
TOTAL FIXED PAY..... (A)	2,25,706
TOTAL VARIABLE PAY (TVP)..... (B)	25,079
ADDITIONAL BENEFITS..... (C)	9,215
GRATUITY	3,257
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,958
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260,000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12,000
Meal Card	26,400

(Contd...)



PROFOUND
Edutech Private Limited

RECEIPT CUM TAX INVOICE

INVOICE NO.: KAR-578
NAME: Bharati Lohiya
ADDRESS: Flat No. 9 Bhala Complex Mategaon
Sr. No. 1
Description / Course Name Adv. Diploma in Java Technology ++
Total

REFERENCE NO.: 15-11-2018
DATE: 15-11-2018
Buyer's GSTIN: Maharashtra (21)

Service Tariff Code	Fees	Discount	Taxable Amt.	SGST (9%)	CGST (9%)
999293	49000	4000	38,135.59	3,432.20	3,432.20
			38,135.59	3,432.20	3,432.20

Amount Due: 45,000
Amount Paid: 0.00
Total Amount: 45,000
Taxable Amount: 38,135.59
Total Tax: 6,864.40
Total Amount: 45,000

Payment Type: CHEQUE/NEFT
Due Date:
Bank Name: Through UPI
Amount in Words: FORTY FIVE THOUSAND RUPEES

Cheque/NEFT No.:

DECLARATION - THE RECEIPT IS SUBJECT TO REALIZATION OF THE CHEQUES/D.D. FEES ONCE PAID ARE NON-REFUNDABLE. PRESERVE RECEIPT. DISHONORED WILL ATTRACT CHARGES AS PER BANK RULES AND CAN LEAD TO LEGAL ACTIONS. PRESERVE RECEIPT FOR COMMUNICATION.

STIN: 27AAHCP1398N1ZQ

(219)



HRD/3T/18-19/12620518

Ms. Shruti Vijaykumar Vishwasrao
Candidate ID: 12620518
Flat No 4, Shantai Park, Nandadeep Colony No 4
Nadhe Nagar, Kalewadi
Maharashtra
Pune - 411017
India
Ph: (91) 87939 13790

January 18, 2019

Dear Shruti,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.01.18 15:54:30 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12620518

January 18, 2019

Ms. Shruti Vijaykumar Vishwasrao
Candidate ID: 12620518
Flat No 4, Shantai Park, Nandadeep Colony No 4
Nadhe Nagar, Kalewadi
Maharashtra
Pune - 411017
India
Ph: (91) 87939 13790

Dear Shruti,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **March 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Shruti Vijaykumar Vishwasrao
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	21,161

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	22,500

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
<p>*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.</p> <p>*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.</p>				

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Shruti Vijaykumar Vishwasrao		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY		7,730		
FIXED DEARNESS ALLOWANCE (FDA)		1,100		
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)		11,470		
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)		1,678		
MONTHLY GROSS SALARY		21,978		
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)		88		
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)		1,060		
GRATUITY - 4.81% of (Basic + FDA)		425		
FIXED GROSS SALARY (FGS) (1+2+3)		23,551		
4. INCENTIVE COMPONENTS		At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)		24,729		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)		25,906		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)		27,084		
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				



Date: March 25, 2019

Ms. Pooja Dnyaneshwar Patil

Sr No 208/1, H.No. B-11,
Om Sai Colony Near Water Tank
Alandi Road Bhosari Pune- 411039

Offer Letter

Dear Pooja,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our DO Program under Digital vertical. Details of the terms & conditions of offer are as under:

1. You will be designated as **Junior Analyst** and your initial place of posting will be **Pune**
2. You will be required to work for five days a week and have two days of leave at any time during the week – your manager will inform you about the same.
3. Your initial shift timing will be **1 pm to 10:30 pm, 7 pm to 4:30 am** which is **subject to change basis the roster for the Program / Process you are assigned to** – your manager will inform you about the same.
4. Your date of commencement of employment will be on or before **March 26, 2019**
5. Your Cost to the Company will be **INR 193,536** (As per the enclosed Annexure)
6. Deductions applicable: Professional Tax / Income Tax / Transport (As applicable)
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **30 days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

18 Sep, 2018

Mr/Ms. Shreya Sharma

Hno-47, Ext Sector-D, Maharaja Gulab Singh vihar, Sainik colony Jammu
Jammu, Jammu and Kashmir, 180011

Dear Shreya,

Welcome to the Tieto family!

We are pleased to offer you the position of Junior Software Engineer in our organization. The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than 19 Sep, 2018 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09:00 AM**.
3. Your fixed annual salary package will be INR 320,000.00 (Rupees Three Lakh and Twenty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be confirmed.
5. This offer of appointment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the company.
6. This is not a regular offer of appointment but a Letter Of Intent. The formal letter of appointment will be issued at the time of joining.
7. Please submit the following at the time of your joining, failing which your offer letter stands canceled.
 - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
 - One passport size photograph
8. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating your acceptance of this Letter Of Intent of employment.

We once again would like to thank you for your interest in seeking a career with Tieto and hope you will have a fruitful and successful career with us.

Yours sincerely,

Tieto, India Recruitment

No signature is required as this is a system generated letter.

222



Ref: SOF/2502
04 December 2018

(Confidential)

Gopal Krishan Jha
Pune.

Sub: - Offer Letter

Dear Gopal,

With great pleasure we invite you to be an integral part of Saama Technologies (India) Pvt. Ltd. (The Company), one of the largest pure-play data science solutions and services company.

With reference to your recent application and the subsequent interview/s you had with us, Saama Technologies (India) Pvt. Ltd. (The Company) is pleased to confirm an offer of employment to you as "Associate" (L1).

The terms & conditions of the Employment offer are as follows:

1. Date And Location of Commencement:

- a) **Date of Joining:** Your employment with the company shall commence not later than **06 December 2018**.
Location of Joining: Your joining location will be **Pune- Saama Technologies , IT -8, 10th Floor, Blue-Ridge Township, Near Rajiv Gandhi InfoTech Park-Phase-I, Hinjewadi, Pune 411 057**

2. Compensation:

Your cost to company (CTC) will be **INR. 400000/-** per annum which includes a variable pay **INR. 34741 /-** per annum.

This has been detailed in the Compensation sheet in Annexure A.

- a) Your compensation/benefits details are as per the annexure. Your compensation consist of Basic Salary, House Rent Allowance, Transport Allowance, Medical Reimbursement, and other allowances as per Company's prevailing policies. PF and Gratuity deductions will be made from your compensation, as per statutory compliances. Your compensation is confidential and shall not be discussed or disclosed to anyone within or outside the company without the prior written permission from the company.
- b) The total annual compensation includes certain variable component which is based on overall company performance, the group/divisional performance and individual performance and will be announced separately .the amount mentioned in the annexure is average possible quantum.

3. Leaves and Holidays :

You will be eligible for 20 paid leaves in a year .You will also be eligible for 10 Holidays as per prevailing Company's Rules and public holidays as declared by the Company. Approval from your reporting manager on any leaves taken at any time is mandatory.



4. Salary Review:

Your salary reviews and re-fitments will always be subject to the schedules as may be implemented by the company from time to time. Your annual increments will be based on Companies performance, your performance and existing market conditions. Candidates joining on or after 1st Oct will not be eligible for appraisal in the current cycle.

5. Location:

Your services are liable to be transferred to any other establishment, office, branch, department of the Company or subsidiary, associate or affiliate of the Company in India or abroad/existing or to be established - at a later date- at the discretion of the Company. In the event of your transfer to any of other establishment, office, branch, department of the Company or subsidiary, associate or affiliate of the Company in India or abroad/existing or to be established - at a later date- , your remuneration and emoluments will not be adversely affected. However, you will be governed by the rules and regulations of service applicable to the new assignment or prevailing in those establishments/offices/branches/departments

6. Confirmation:

You will be treated as full time permanent employee from the date of joining.

7. Separation :

The Company may terminate your services at any time either by giving 90 days' notice period or payment of 90 days consolidated salary in lieu of notice. Similarly, if you wish to resign from the services of the company, you may do so by giving 90 days' notice period in writing. Should you leave the Company's service without notice, you will be liable to pay to the Company a sum equivalent to your 90 day's consolidated salary or you will be liable to be sued for damages. The company reserves the right to decide upon the early relieving date without any compensation or obligation whatsoever. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

If at any time you are found guilty of misconduct or if your performance or conduct is not satisfactory, your services are liable to be terminated without notice or without payment in lieu of notice. The decision of the company shall be final and binding on you.

On termination or acceptance of the separation notice, You shall immediately , before you are relieved , hand over the papers, documents, keys , all soft wares, correspondence, specifications, books, data, drawings and any other belongings of the company as part of separation formalities and shall not make or retain any copies of these items.

In case if you leave within One Year, the additional amount paid to you other than CTC will be recovered from your Full and Final Settlement.

8. Working Hours:

The normal working hours of the company are from Monday - Friday (8.30 AM to 5.30 PM). However your working hours may vary according to the operational needs of different clients and projects and you may be required to work in shifts, the details of which will be provided to you in advance. The Company reserves the right to amend hours of work as necessary to meet the requirements of the business and you hereby agree to the same.

9. Confidentiality :

During your employment with the company, you shall not engage in any of the following activities. Breach of any of these rules will call for immediate termination without any notice or compensation or obligation whatsoever besides which legal action as deemed necessary

- a) You shall fully devote your time to the work of the company and shall promote its interest.
- b) You shall not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade, business, during the employment with the Company without permission in writing of the Directors of the Company.
- c) You shall not act or indulge in any activity harmful to the interest of the company or its business, or its reputation.
- d) The records and information of the company in respect to its development processes, trade secrets and dealings with the customer accounts and business transactions which may come to your knowledge shall not be divulged to any one without prior consent/sanction in writing.
- e) During the employment with the company, you shall not engage in or be concerned with or be interested in any business or profession other than your employment with the company.
- f) You shall at all times conduct yourself in a manner befitting your position and show civility and strictly obey and carry out all lawful orders and instructions of persons placed by the company in authority over you.
- g) You are required to sign an Intellectual Property, Non-Disclosure and Confidentiality Agreement effective from the date of joining. The Confidentiality Agreement is to ensure that all proprietary and confidential information, documents, literature, invention made or obtained during your tenure with the Company shall not be utilized by you at any point to undermine the interests of the Company.
- h) It is agreed that during the period of the employment, there under, and for two years following the termination of your employment for any reason, you shall not directly or indirectly provide any services to any of Saama's client or to any other Company doing similar business without written consent from the company. You further agree that you will not solicit or entertain offers from any of the existing or former clients of Saama, whether for yourself or on behalf of any other entity or in any manner attempt to induce any of the clients of Saama withdraw their business from Saama. You further agree that you will not solicit any Saama employee or Consultant to terminate their contractual agreements with Saama.
- i) Both the parties hereby agree and confer jurisdiction of the courts situated at Pune city for resolving any disputes or instituting any suit or proceedings for the disputes arising out of this Agreement.
- j) This letter of employment has been issued to you on the basis of the information furnished by you about yourself in your resume. If any of the details and information furnished in your resume is found to be incorrect, or if it is found that you have concealed or withheld any essential details, your employment is liable to be terminated without any notice.
- k) The employment is subject to satisfactory reference and the same shall be withdrawn in case of adverse references
- l) The above terms and conditions are subject to Company's Service Rules and Regulations. You may refer to the Company' Rules and Regulations available in the Employee Handbook for all the other details and seeks clarifications, if necessary with Head HCM. for all the HR related matters.

10. Advance Payments Recovery Clause:

Amount paid in terms of Joining Bonus, Retention Bonus, Relocation Bonus, Accommodation is treated as an advance payment and nullified at the year end from the date of joining. However If the employee who has availed above benefits, resigns from the Company within one year from their date of joining, the amount paid towards advance payment will be recovered.



11. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

You will be required to submit to our HR department, the documents as mentioned in the below checklist mandatorily at the time of your joining.

Scanned copies of the following documents are to be submitted on the date of joining -
1. Four Passport sized Photographs
2. Highest Degree/Diploma certificate along with the mark sheets
3. Appointment/Offer Letter from your last employer
4. Experience or Release Letter from your last employer
5. Salary slips of the last three months from your last employer.
6. PAN Card
7. Valid Passport (In case you do not have a valid passport, you need to apply for one within 15 days of joining the company).
Please bring originals of all the above mentioned documents for verification. The originals will be returned to you immediately after the verification.

Employee Confirmation:

1. I accept the offer and confirm that there have been no other commitments made during the hiring process other than specified in the offer letter. (Example - on site opportunity, compensation, promotion and salary)
2. I accept the offer but would like to mention that the following discussion had during the hiring process (please mention the comments): _____

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association. We trust that our relationship will be guided by a quest for excellence in all facets of our interactions.

Kindly signify your acceptance on the duplicate copy of this letter as a token of acceptance.

Sincerely,
For Saama Technologies (India) Pvt. Ltd.,

Upasana Talukdar
Head - HCM, India

Accepted

Gopal Krishan Jha



Private and Confidential
ANNEXURE - A

COMPENSATION STRUCTURE

Employee Name:	Gopal Krishan Jha	Level & Designation:	L1 - Associate
COMPENSATION STRUCTURE	MONTHLY EARNING (INR)	ANNUAL EARNING (INR)	
Basic	11710	140520	
House Rent Allowance	5855	70260	
Other Allowance	5272	63264	
Leave Travel Allowance	2000	24000	
Telephone Reimbursement	833	9996	
Food Vouchers	2200	26400	
Gross Salary (INR)	27870	334440	
Employer's Contribution to PF	1405	16860	
Variable Pay*	Nil	34741	
Gratuity	Nil	6759	
Mediclaim	Nil	7200	
Cost to Company (CTC) (INR)	29275	400000	

Notes:

**Variable Pay is disbursed quarterly on a pro-rata basis and is dependent on the individual and the company performance. Variable Pay is a discretionary component and is subject to the prevailing company policies from time to time. The amount of pay and the date of payout are at the sole discretion of the company and may change from time to time. You will be eligible for variable pay till your last working day with Saama.

Statutory Bonus payable under Payment of Bonus Act, 2015 is a part of Variable Pay.
Gratuity accruals shall apply as per the "The Gratuity Act 1972".
Please refer Annexure B for Employee Benefits.

Your compensation details are strictly personal and confidential and should not be disclosed to others.

For Saama Technologies (India) Pvt. Ltd.

Accepted

Upasana Talukdar
Head - HCM, India

Gopal Krishan Jha

Annexure - B**Saama Employee Benefits Basket****CTC Breakup:**

- A) Fixed
- B) Variable
- C) Deferred payments
- D) Additional Pay-outs
- E) Employment related benefits

A) Fixed:

1) Basic: Basic Salary means monthly fixed salary excluding all the allowance, perks and benefits payable to an employee. It would be fully taxable in the hands of the employee.

2) House Rent Allowance (HRA): 50 % of basic would be paid to employee towards HRA. Tax exemption can be availed on this component as per rules of HRA in the Income tax act.

3) Conveyance: Conveyance amount which is paid to employees who belong to Level 1 to Level 4 is non-taxable.

4) Car Allowance: Level based component which is applicable to Level 5 and above. This component can be opted as taxable or as reimbursement per month. Reimbursement is possible to the extent of accrued amount. Bills towards Fuel, Maintenance, and Insurance can be submitted under car allowance claim for Income Tax Exemption.

5) Medical: This Component is either as Taxable or reimbursable. Bills towards spouse, children, parents, brothers or sisters who are dependent on you can be submitted for Income Tax Exemption as per Income tax act.

6) Reimbursement Basket: This component gives flexibility to the employee to choose the below options as reimbursement under this basket.

6.1) Leave Travel Allowance: Level based component. This component serves as subsidy on travel when an employee proceeds on vacation. Minimum 3 days leaves to taken to claim such benefit.

As per the Income Tax Rules, exemption in respect of LTA is allowed to employee, twice in a block of four calendar years, to the extent of and subject to the satisfaction of conditions prescribed under the Act.

6.2) Telephone Reimbursement: Level based component. One telephone number (either mobile or landline) will be chosen by employee for claiming the reimbursement. Chosen number will not be allowed to change during the financial year. Actual amount of bill will be treated as non-taxable. (Pre-paid & postpaid bills are accepted for such reimbursement). Employee should claim telephone reimbursement at the end of each month.

6.3) Sodexo Vouchers: Company provides meal coupons worth Rs.26, 400/- per annum. Sodexo voucher are claimed on monthly basis.

B) Variable Pay: Variable pay is linked with the annual performance review ratings. Till the time the employee's first review is done the variable pay is considered as 100%. Variable pay payment is done in the following month at end of the each quarter.

C) Deferred Payments:

1) Provident Fund (PF): Employer's contribution towards PF is capped to Rs. 1800/- per month.

2) Gratuity: Gratuity is payable on separation after completion of continuous service of 5 years as per government rules.

Formula for calculating gratuity: -Gratuity = (((Last Drawn Basic)/26)*15)*Number of years of service



D) Additional Pay-outs:

- 1) **Salary Advance*:** You are eligible to get the Salary advance up to Rs. 80, 000/- or monthly gross salary whichever is less after completion of first salary cycle on joining.
 - 2) **Shift Allowances*:** Additional Rs. 500/ (UK Shifts)-& Rs.600/- (Night shifts) per day shift allowances will be paid to you only if you are working in shifts because of business requirements.
 - 3) **Client Site Allowance*:** Additional Rs. 300/- per day is paid as client site allowances only if are you are working at client site with in India because of business requirements.
- *Refer the Saama Employee Handbook & Policy Documents for more information.

E) Employment related benefits:

- 1) **Medical Insurance*:** Saama extends the Basic Health Insurance cover to you, your spouse and your children (upto 3 Nos) under the Insurance Policy. Floater amount of Rs.3,00,000/- per annum can be utilized under this policy.

Your Life & Accident Cover:

- 2) **Group Accident Policy (GPA)*:** Through GPA you are covered by way of round-the-clock risk coverage against any accident occurring while at work or outside work resulting in partial or total disablement or casualty. Even of Temporary Disability due to accident you get compensated for loss of wages on account of leave due to accident up to Rs.5,000/- per week. In case of death due to accident, your total cover would be Rs.10,00,000/-.

- 3) **Group Term Life Policy*:** This benefit is in addition to Group Accident Policy. This policy provides coverage 24*7 worldwide to an employee in case of death to provide financial assistance to his / her immediate dependents provided at the time of joining. Amount up to three times of annual CTC or minimum of Rs. 20,00,000 lacs will be given in such cases.

* Terms & conditions of Insurance Policy will be applicable.

- 4) **Transport:** HIA(Hinjawadi Industries Association) member companies avail a common transport service named "MetroZip", which connects to Hinjewadi from all areas across Pune City, this service is provided at special subsidized rate for all Saama Employees. Employees working in the second and night shift please refer to the employee handbook.

- 5) **Cafeteria:** Breakfast, Lunch and snacks are provided to all employees at Saama at a Subsidized rate from Monday to Friday. Employees working in second or night shifts will be provided Free dinner from Monday to Friday.

- 6) **Wedding Gift :** All unmarried employees are eligible for a onetime payment of Rs. 3,500/- for their first marriage as a gift from Saama .

- 7) **New Born Baby Gift :** All employees are eligible for a one-time payment of Rs.1,500/- for their new born baby. Only the first two children are covered under this scheme.

- 8) **Long Innings:** All employees are eligible to get a tenure based bonus upto Rs. 100,000/- on completion of 3 years, 5 years, 7 years & 10 years with Saama.

- 9) **Relocation Benefits:** (applicable for candidate relocating from outside Pune)

Relocation benefits can be reimbursed up to INR 50,000 (paid as per actuals).This includes -

- Reimbursement towards taxi fare
- Reimbursement of air fare / train fare
- Movement of goods from current location to Pune

Kindly note that the above are to be reimbursed based on submission of actual invoices paid through credit card or online payment (No Cash Transaction will be allowed)



HRD/3T/18-19/12527533

Mr. Md Noor E Elahi
Candidate ID: 12527533
Aamna manzil,
Haroon nagar sec-2
Bihar
Patna - 801505
India
Ph: (91) 70407 03963

July 17, 2018

Dear Md Noor E,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.07.17 17:00:08 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12527533

July 17, 2018

Mr. Md Noor E Elahi
Candidate ID: 12527533
Aamna manzil,
Haroon nagar sec-2
Bihar
Patna - 801505
India
Ph: (91) 70407 03963

Dear Md Noor E,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 03, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.



When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Md Noor E Elahi
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	21,161

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	22,500

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Md Noor E Elahi
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.





HRD/3T/18-19/12632279 ✓

Ms. Aboli Pravin Ruikar ✓

Candidate ID: 12632279 ✓

04, Yamuna Kunj-2, Gaurakshan Road
KapilvastunagaroppJyotiJanorkarVidyalaya
Maharashtra
Akola - 444001
India
Ph: (91) 91682 38822

✓ October 23, 2018

Dear Aboli,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.10.23 12:38:42 +05:30
Reason: Offer Letter
Location: Bangalore



25-Jul-2018

Dear Rahul Kumar Mishra,
B.Tech/B.E., Electronics & Telecommunications
r.mishra4395@gmail.com



Candidate ID – 12191616

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a **secure environment** for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to **satisfactory professional reference checks** and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Rahul Kumar Mishra

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic		
2	HRA @60% of basic*	8675	104,100
3	Conveyance Allowance*	5205	62,460
4	Medical Allowance*	800	9,600
5	Company's contribution of PF #	1250	15,000
6	Advance Statutory Bonus***	1041	12,492
7	Special Allowance*	2000	24,000
		5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at

Date: 21st Sep, 2019 ✓

Subject: Offer of Employment with Vedang Cellular Services Pvt. Ltd.

Dear Piyush Raimale, ✓

Heartiest Congratulations on being selected in the service department for the position of **DT Engineer** from **23rd Sep 2019** at Vedang Cellular Services Pvt. Ltd., Mumbai, India.

Your monthly CTC amount will be **Rs.21266/-** as per the terms and conditions set out herein in Annexure.

- Applicable Tax (**Professional Tax: 175/200**) would be borne by the employee.
- Statutory Deduction whichever applicable will be deducted from your salary as per Gov. Rule (If applicable).
- This letter is purely Offer Letter and not the letter of appointment unless of otherwise you comply and full fill all the joining formalities and signed all the terms and conditions of the company before joining.
- If you fail to clear Medical / OHS Training / any other Training which compulsory as per the job requirement, this offer letter will be automatically cancelled and company will not pay any salary for the duration between joining date and Training result dates.
- Similarly, if your background verification comes negative, then this offer letter will be automatically cancel and company will not pay any salary for the duration between joining date and result of the background verification date.
- You will be bound with all the Company's policies either in existence or framed by the company in future. Same will be informed to you through HR / Delivery Team on time-time to basis.
- You will be have to submit your all educational and experience certificates as you indicated in your request CV/ Resume based on which you have been selected.
- You may require from one place to other place as per company's requirement. Refusal to move as per company requirement may end your job automatically without any notice.
- Your probation period will be 06 months. Or it can be extended further based on your performance and company requirement.
 - During probation period, notice period will be of 07 working days to either side. If the employee failed to serve the notice period during probation, the company will not pay the current month's salary, also the experience / relieving letter or salary slips

Annexure I

Name	Piyush Raimale		Location	Maharashtra	
DOJ	23-Sep-19		Designation	DT Engineer	
Earnings	PM	PA	Retrials (Employer Contr.)	PM	PA
Basic	15100	181200	GPA	17	204
HRA	4530	54360	ESIC	0	0
			PF	0	0
			GMC	49	588
Total (A)	19630	235560	Total (D)	66	792
Allowances			Deduction (Employee Contr.)		
Statutory Bonus	1258	15096	ESIC	0	0
Project Development Allowance	312	3744	PF	0	0
			PT	200	2500
Total (B)	1570	18840	Total (E)	200	2500
Gross Earnings (C) = (A) + (B)	21200	254400			
Total Cost of Company (F) = (C) + (D)	21266	255192			
Net Take Home (G) = (C)-(E)	21000	251900			
*** Note:					
- PT Cont. for every year of Rest. 2500/- p.a. (PT will be deducted Rs.200/- p.m. from March to Jan i.e. 11 months but in the month of Feb will be deducted Rest. 300/- p.m.					

September 24, 2020

NAME : Sayalee Kishor Rao Dukre
LOCATION : Mumbai

Dear Sayalee,

Welcome to BDO India!

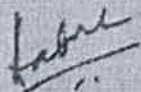
BDO is a leading professional services organization and are global leaders in the mid-tier segment. BDO India LLP ('BDO India' or 'the Firm') is a member firm of BDO International, the 5th largest Accounting Network in the world.

At BDO India, we offer Assurance, Tax, Advisory and Business Services & Outsourcing for both domestic and international clients across a range of industries.

We take pride in offering our service portfolio built on the back of a rich blend of experience and expertise, bringing to fore a work culture that is both client-centric and knowledge driven. We believe in quality underpinning all that we do. Our strategic focus on increasingly using technology to deliver our services, compliments our vision. Bringing innovative thinking to a digitally evolving market is helping us reinstate and better offer our long-standing promise of - delivering quality driven by value and up to date thinking. We endeavor to deliver truly exceptional client service through a tailored solutions approach, while partnering with our employees and clients globally.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Aakash Y Sikka
Associate Director - Human Resources



Tel: +91 22 2439 3600
Fax: +91 22 2439 3700
www.bdo.in

Level 9, The Ruby, NW Wing
SenapatiBapat Marg
Dadar (W)
Mumbai-400 028
India

Appointment Letter

Sayalee Kishor Rao Dukre
MUM2702

Dear Sayalee,

Welcome aboard!

We are delighted to confirm your appointment as an **Executive** with BDO India LLP ('Firm'), in our **Technology Service** team, with effect from **September 21, 2020**, based on the following terms and conditions:

1. Title, Date of Joining and Location

Executive, September 21, 2020, Mumbai

The designation is for reference only and does not entitle you to any benefit other than or as has been specified in this letter or intimated to you in writing in respect thereof. The Firm retains the right at all times to change, modify, amend the titles or designation or to rearrange the structure, which may impact the above fact.

The position being offered to you is to be located in our Mumbai office. However, your services are liable to be transferred from one location to another, anywhere in India as per the requirements of the Firm's business.

2. Compensation

i. Fixed Compensation

Your Fixed Pay will be Rs. 4,00,000/- (Rupees Four Lakh Only) per annum. The details of the Fixed Pay will be as provided in Annexure B.

ii. Variable Compensation

In addition to the to the Fixed Pay, you will be entitled to Annual Variable Pay, which will be payable as per the Firm policy (as amended from time to time) subject to you being on the payrolls of the Firm on the date of disbursement. Such compensation shall be purely based on your performance. Review of your performance will be done periodically in line with the Firm's policies. Basis the appraisal of your performance the fixed and the variable compensation shall be paid to you in the next financial year in line with the Firm's policy in this regard. The same shall be subject to tax deduction at source as per prevailing provisions of the Income Tax Act, 1961 or any other statutory deductions applicable from time to time.

The compensation package will be reviewed annually on a financial year basis, subject to the Firm's Policy and management decision. Compensation revisions and promotions are discretionary and are interlinked with your performance during the previous year of service in terms of efficiency, achievement of set targets and discipline adherence and compliance to policies and procedures laid down by the Firm and also overall performance of the Firm.

3. Verification

Your employment in the Firm is subject to satisfactory verification of your certificates, testimonials and personal particulars / credentials. The Firm reserves the right to get a

personal details verification) conducted on you through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Firm or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

4. Terms and Conditions

As such, the standard terms and conditions as listed in Annexure A that apply to all employees of BDO India LLP shall be applicable to you. Additionally, as a part of the Firm, you are subject to all the policies and procedures of the Firm including those relating to Independence, Risk Management and Code of Conduct, as amended from time to time.

Your compensation is personal to you and you are required to ensure that confidentiality of the compensation is maintained at all times.

5. Supersession

This offer Letter and its content will be superseded by any clause contained in the LLP Agreement or any Policy of the Firm implemented by the Firm from time to time.

We trust that you shall find the above in order. Feel free to contact the undersigned if you have any questions. Kindly sign and return to us the duplicate copy of this letter in token of your having accepted the offer on the terms and conditions contained herein.

For BDO India LLP



Aakash Y Sikka
Associate Director - Human Resources

Encl: Annexure A
Annexure B

Signed and accepted,



Name: Sayalee K. Dukre
Date: 25/09/2020



11th Floor, 2424 Jett
Tel: 2424 2424
www.bdo.hk

11th Floor, 2424 Jett
Tel: 2424 2424
www.bdo.hk

Annexure A - Standard Terms

1. Property of the Firm

The following shall be considered as Property of the Firm and at no times, you shall represent as your own:

- Clients and relationship that you develop during your engagement with the Firm
- Team of Professionals working with you and in the Firm

While the Firm shall discourage any person leaving the Firm who wishes to carry with him Clients and Team that is the Firm's property, the Firm shall be sensitive to the desire of Clients who may wish to work with any other service provider other than the Firm. You shall not encourage any Client to leave the Firm or stop working with the Firm.

2. Leave

You shall be eligible to the customary holidays as observed by the Firm and leaves as per the prevailing policies of the Firm, which the Firm has the right to amend from time to time.

3. Probation

You will be on probation for six months and your services will be confirmed subject to your satisfactory performance during the probation period. The period of probation will be liable to such extensions as the Firm may deem fit in its sole discretion. If the performance is not satisfactory, the Firm also reserves the right to terminate your services, with immediate effect, without any notice period or salary in lieu thereof. In case you desire to resign during the probation period, you may be relieved on receipt of your request, subject to you serving a notice period of one month.

4. Reimbursement of Expenses

In addition to the Compensation as above, the Firm shall, as per the policy of the Firm amended from time to time, reimburse expenses that you may incur during employment with the Firm for business development and shall include the following:

- Conveyance, lodging and travelling expenses (incurred during performance of duty)
- Refreshment and Entertainment expenses

5. Code of Conduct

You shall be obligated to sign, accept and adhere to Code of Conduct that the Firm shall put in place, from time to time, that shall apply to all the Partners, Partners designate, Directors and others. Such Code of Conduct may be modified by the Firm in its interest and always, the latest Code of Conduct shall be binding on you.

6. Conflict of Interest

The Firm expects that you shall devote your full time and attention in developing the practice of the Firm and shall not accept any employment that conflict with the interest of the Firm. Further, any commitment where significant time is expected to be spent by you shall require a prior approval of the Firm's management. It is expected that you shall not accept any commitment or position of office that detracts from your time commitment to the Firm.

7. Confidentiality of Information

Maintaining confidentiality is a condition to your employment.

Remuneration: You shall always keep the details of your salary and employment benefits at the Firm strictly confidential and shall not disclose such details to any other person within the Firm.

Use of Firm's name: You shall use the Firm name, logos, trademarks or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of Services delegated to you to the extent required. Upon



Tel: +91 22 2479 3631
Fax: +91 22 2479 3700
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Level 9, The Ruby, NW Wing
Senapati Bapat Marg
Bandra - West
Mumbai - 400 055
India

from entering into this Agreement or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organization, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues, unfulfilled employment obligation pending with your previous employer having legal ramifications or consequences for you or for the Firm.

- During your employment with the Firm, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.
- In recognition of the transfer of Confidential Information or Intellectual Property to the Firm, you hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.
- You will have to seek prior permission from the Firm for any employment with a client of the Firm or any other organization working with a client of the Firm, whose assignment you have worked on directly which will be analysed in view of the Independence Policy of the Firm and you shall adhere to the Firm's views.
- Subsequent to your separation from the Firm, for a period of twelve months you will not take up any job or assignment, either full time or otherwise, either directly or indirectly for or on behalf of any other organization working with a client of the Firm, whose assignment you have worked on in the twelve months immediately preceding your separation from the Firm without the consent of the Firm.

10. Intellectual Property

The nature of work to be assigned to you might be such that the clients may retain exclusive ownership rights on the resulting work products on unconditional basis. Further, the Firm may need to provide a client with material without acknowledging each individual who worked on it.

By signing this agreement, you are:

- Acknowledging and agreeing to the condition that all existing and future intellectual property rights in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of the Firm with unfettered rights for utilization or disposal of the same; and
- Consenting to the Firm and/or its clients using or adapting material to which you have contributed, in any matter and without expressly acknowledging your individual contribution.

11. Independence

Independence is a professional principle and obligation that must be observed by employees of a Firm providing attest as well as non-attest services. In order to ensure independence and to avoid conflict of interest the Firm has laid down policies and procedures which include certain prohibitions like you or your relative (as defined in the policy) in holding certain positions in its clients / prospects, holding direct / indirect financial interest in its clients / prospects which you are bound to follow. You are at all times comply with the policies, procedures, guidelines laid down by the firm and shall

inform / declare any affiliations / relations / dealings / investments etc., to the Ethics Partner as laid down in the Independence Policy. Your position, job description, office location and client associations determine the applicability of specific provisions of the Firm's independence policy to you. Because it is important that you become familiar and comply with the Firm's independence policy, you agree to read, understand and abide by the Firm's policies and materials regarding independence. Before joining the Firm and periodically thereafter, you will be required to confirm your compliance with the Firm's independence policy. A copy of Declaration of Independence will be activated on O-source which you are required to fill in and submit.

In connection with your independence obligations, the Firm may request, and you agree to provide, relevant financial, non-financial information including but not limited to up-to-date records of your investment portfolio, bank statements, credit card statements, insurance policies, loan documents etc.,. You may also be required to maintain a current record of your financial holdings (but not their value) in a Firm database. If an impairment of the Firm's independence or a conflict of interest exists or is likely to occur, you may be required to dispose off securities or resolve other independence issues as suggested irrespective of the fact of advantage to you. You also may be required to even leave the Firm, if necessary.

Staff Members Joining Clients

The independence policy also mandates that in the event of an offer of employment from the audit client of the Firm you are engaged on, or have been engaged in the recent past, it is mandatory to immediately notify of such offer to the Ethics Partner on such audit client.

12. Risk Management

A clear objective of the Firm is to effectively manage its risks while providing high quality services to our clients. To achieve this, the Firm has an effective set of risk management policies, processes and procedures. All team members are responsible for managing the risks on the assignments they undertake for clients. You will therefore be required to comply and keep yourself updated with various risk management policies and processes when undertaking your work.

13. Confidential and Proprietary Information

Information and materials relating to the Firm, its clients, licensors and suppliers that are not publicly available must be treated as confidential and proprietary ("Confidential Information") and may only be used or disclosed for business purposes related to your employment duties with the Firm. You have an obligation to safeguard Confidential Information from unauthorized use and disclosure. Confidential Information includes, but it is not limited to, the Firm's professional, technical and administrative manuals; associated forms, processes, and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans. Because Confidential Information is extremely valuable, the Firm takes measures to maintain its confidentiality and guard its secrecy. Confidential Information may be copied, disclosed or used by you during your employment with the Firm only as necessary to carry out Firm business and, where applicable, only as required or authorized under the terms of any agreements between the Firm and its clients, licensors and suppliers. You agree not to take or keep any Confidential Information when you leave the Firm. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the leader of your practice to seek the Firm's consent prior to any disclosure. These confidentiality restrictions are permanent and do not lapse or cease upon your departure from the Firm.

14. Insider information
You are prohibited from using or sharing information not publicly disclosed which you obtained during the course of your work for the Firm, for your personal gain or advantage in securities transactions, or for the personal gain or advantage of anyone with whom you improperly share this information. This restriction applies to such information related to any company, not just the Firm's client and their affiliates. The foregoing obligation is in addition to any obligation that you have not to purchase or hold securities of entities with respect to which the Firm must maintain independence.

15. Exclusivity
During the continuance of your employment with the Firm, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior permission from a Service Line Head and Head HR of the Firm.

16. Miscellaneous

- Condition: This appointment is valid subject to: (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.
- In addition you may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to your/your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) per to meet any specific client request and/or (v) per the Firm's exclusive discretion.
- Certificate of Practice: if you currently hold a certificate of practice (COP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the COP with immediate effect and provide us with evidence thereof. If you do not currently hold a COP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such COP unless instructed or required by us to do so.
- Governing Law and Jurisdiction
The Letter shall be governed by, and construed in accordance with, the laws of India and the courts of Mumbai will have exclusive jurisdiction.

Signed and accepted:



Name : Sayalee K. Dukze

Annexure B - Fixed Pay

Name : Sayalee Kishor Rao Dukre
Designation : Executive

Team: Technology Services

Annexure B		
Fixed Gross Components		
	Monthly	Annual
Basic	13333	160000
Advance Statutory Bonus	1111	13328
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
HRA	6667	80000
Special Personal Allowance	1839	22072
Fixed Gross Salary - A	25800	309600
Reimbursements		
LTA	1333	16000
Books & Periodicals	2000	24000
Fuel Reimbursement	2400	28800
Telephone Reimbursement	0	0
Total Reimbursement - B	5733	68800
Retirals - Employer Contributions		
Employer PF	1800	21600
Employer ESIC	0	
Total Retirals - C	1800	21600
Fixed Cost	33333	400000
Annual CTC - A+B+C	33333	400000
Deductions - Employees Contributions		
Employee PF Contribution	1800	
Employee ESIC Contribution	0	
P. Tax (In Feb Month Rs.300/-)	200	
Net Salary	29533	
* TDS deduction as per statutory rules are applicable.		

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972 on completion of 5 years of continuous service with us.

Signed and accepted:



Name : Sayalee K. Dukre

DECLARATION**A. By signing this agreement, I hereby acknowledge and agree that:**

I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the policies, rules and regulations of the Firm as amended from time to time. In particular, I declare that:

- a. I will furnish original copies of my certificates, testimonials and other necessary documents, on demand.
- b. I acknowledge and agree to the Firm reserving the right to get a background check conducted on me through a third-party agency. In furtherance thereof, I authorize the Firm to collect and retain copies of my personal particulars (including educational certificates, copies of passport, Aadhar card, driving license, PAN card, voter identification card) either directly or through a third-party agency.
- c. There are no ongoing or pending criminal cases / criminal liabilities on me.
- d. I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information / data / material of any other firm or individual (collectively, "Sensitive Data"). I shall not bring any Sensitive Data into BDO India and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Firm.
- e. I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against BDO India's Code of Conduct or any other policies.
- f. In the event of any willful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will be personally liable to BDO India and/or its clients.

B. Consent to cooperate

I consent to cooperate in and comply with any request for testimony or the production of documents made by the Public Company Accounting Oversight Board in furtherance of its authority and responsibilities under the Sarbanes-Oxley Act of 2002. I understand and agree that this consent is a condition of my continued employment by or other association with the Firm.

The responsibilities, duties and obligations under the Sarbanes-Oxley Act of 2002 shall survive even after my termination or disassociation with the Firm.

I accept the above.

Sayalee K. Dukse

Name



Signature

25/09/2020

Date

OS3 Infotech PRIVATE LIMITED

Our Ref. : OIPL/Adm/N/17-18
Dated : September 7, 2019

Mr. Kapil Kisan Chavan,
At Post Daheli Tanda,
Tal. Kinwat, Dist. Nanded - 431805.

Sub. : Letter of Offer-cum-Appointment & Terms of Employment

Dear Kapil,

Based on the resume you have forwarded to us and basis your performance in the technical interview, we are pleased to offer you an Internship position with the Company. Your appointment on the terms noted below shall be subject to successful attendance and timely progression through the internal training program at OS3. We trust that your knowledge and skills will be among our most valuable assets. You shall be designated as **Trainee Engineer – Systems**.

To accept this offer :

- 1 Sign and date this offer letter on all pages at the bottom.
- 2 Send a copy of this document, signed and dated on all pages, together with the documents listed at the end of this Offer Letter, back to us to arrive latest by **September 16, 2019**. (Emailed copies not accepted)
- 3 Report for official duty at the following address from **1000 hrs on September 16, 2019**
425-426, Shiv Centre, Sector 17, Vashi, Navi Mumbai 400703.

Should we fail to receive your acceptance by the date indicated above, we shall presume that you are not interested in the appointment, and this **Letter of Offer shall stand withdrawn** at the end of business hours of September 16, 2019.

TERMS OF OFFER

DEPUTATION AND REPORTING :

You are being deputed at OS3 Infotech Pvt. Ltd. – Navi Mumbai, and will be reporting to the CTO on all matters until further notice.

JOB RESPONSIBILITIES :

- To complete all official tasks as assigned to you by your reporting authority and any of your superiors from time to time,
- To coordinate with team members in ensuring smooth completion of daily tasks and targets as assigned to each member, including your own,
- To arrange and carry out continual self and internal training based on guidelines and material as required by the Organization,
- To prepare internal reports and conform to performance norms & parameters to meet and match individual and team performance,
- Dissemination of knowledge gained by you, to other team members through internal training sessions and conscientious documentation of the same on the organization's Knowledge Portal / ERP,
- You shall, in discharge of your functions, observe and comply with all the resolutions, rules, regulations and/or directions as may be amended and communicated to you from time to time, be made or given by the Reporting Authority and/or the management of the Company.

SALARY :

For the first six months, you shall be paid a gross monthly stipend of INR 8,000 (Rupees eight thousand only). This duration may be reduced or extended based on your performance during this initial period. You would be paid an enhanced monthly stipend after your first major review and based on your performance therein. Second class rail fare between the railway stations closest to your Mumbai residence and office / deputed site shall be reimbursed to you upon furnishing evidence of expenditure. Statutory deductions shall be made from your salary, if applicable, as per prevailing Government rules and norms. Only pre-approved and sanctioned expenses incurred by you while on official business shall be reimbursed to you. The Company will be entitled to set off against the amounts payable to you, any amounts owed to the Company or its group Companies by you. At all times, the right of first lien on your salary would rest with the Company.

WORKDAYS & DRESS CODE :

OS3 Infotech Private Limited
425-426, Shiv Centre, Sector 17, Vashi, Navi Mumbai 400703, India. Tel. : +91 98333 48147. email : info@os3infotech.com
URL : www.os3infotech.com

Accredited Partner – SUSE Data Center Solutions Partner – SUSE SI Partner – EnterpriseDB
Value Added Partner – NetIQ Member Partner – Docker SI Partner – Cisco SI Partner – Dell

You are currently required to report to work from Monday to Saturday, 1000 hrs to 1830 hrs. However, these schedules may vary based on project / site requirements and shall be observed by you as directed by your superiors from time to time. You shall be dressed in smart formals at all times. Smart casuals are permitted on Saturdays and non-business workdays.

LEAVE :

You would be entitled to twelve days of paid leave per calendar year (January to December), subject to a maximum of one per calendar month. Leave needs to be pre-approved at all times. You shall be permitted to bunch accumulated past unclaimed leave for that calendar year. Any additional leave intended to be taken by you is also required to be approved in advance. No paid leave shall be granted/accumulate during your training period, if any, and notice period.

TRANSFER :

The company reserves the right to transfer or depute you to any of its department, functions, office, location, project site, etc., or its subsidiaries and constituents or at client sites located in India or abroad. Refusal to accept transfer and/or work at any locations whether in India or outside India as required by the Company would amount to a gross misconduct entitling the Company to take appropriate action against you, including that of summary termination of service without notice and benefits, if any.

CONFLICT OF INTEREST :

You are prohibited from undertaking or carrying on any business, trade or profession in any form whatsoever, while you are in employment with us. You also undertake not be associated directly or indirectly with any of our competitors, principal vendors, clients, JV partners and/or associates as a principal, an agent, a freelancer, an employee, a consultant or in any other capacity by whatever name, during your employment with us and for thirty-six months after being released/terminated from our services. Any deviation from this clause, whether intentional or otherwise, would attract severe penalties together with legal and/or disciplinary action. The Company's management shall be the sole and final authority in determining the extent of penalties in such matters.

CONFIDENTIALITY & NON-DISCLOSURE :

In the course of your employment and at all times thereafter, you shall be expressly prohibited from utilizing, disclosing to or sharing with any person, firm, company, organization or educational institute, the Company's policies, financial status, trade practices, list of clientele and their contact information, and/or data and information that may have come to be known to you as a result of your employment and official status with us. You would be expected to maintain utmost confidentiality with the data and/or information that is entrusted with or becomes known to you as a result of your association/employment with our organization. Forwarding official mail and data to personal mail IDs and devices is strictly prohibited. Official communication is to be carried out using the official email ID provided to you. Any breach of trust and/or deviation from this non-disclosure clause, whether intentional or otherwise, would attract severe penalties and/or disciplinary action. The Company's management shall be the sole and final authority in determining the extent of penalties in such matters.

RULES AND REGULATIONS :

You shall abide by all the rules and regulations of the Company, which are in force and which may be framed and/or modified and communicated to you, either by email or in writing, from time to time. You shall, in discharge of your functions, observe and comply with all the resolutions, rules, and/or directions as may be communicated to you from time to time, be made, or given by the Reporting Authority and/or your superiors in the Organization.

SAFETY OF COMPANY'S ASSETS AND PROPERTY :

You shall be responsible at all times for the safekeeping and judicious use of the company's resources, property and assets (physical, intellectual, monetary or otherwise), and observance of all safety and precautionary norms and protocols, failing which the company reserves the right to take appropriate disciplinary action against you. Any property, consumable, resource or asset of the company that is misused, damaged, lost or misplaced while in your custody needs to be replaced by you with an equivalent, forthwith.

PERSONAL SAFETY AND COMPENSATION :

You shall be responsible at all times for your own safety and well-being. Upon confirmation, the Company would insure you for a basic compensation to cover injuries and death due to accident. Under no circumstances would the Company be liable to pay you or your family and/or dependents any amount in addition to what the Insurance Company hands over to you or your dependant/s as compensation or for loss / decrease in earning or earning potential. The Company would have the first lien on the amount and any outstanding amounts due from you would be recovered from the amount before being disbursed to you or your dependents.

PERSONAL INFORMATION :

You shall immediately inform your reporting officer of any change in your residential address or civil status. Suppression or falsification of material facts in your resume and/or supporting documents submitted to us, whether wanton or otherwise, or non-disclosure of change in personal / professional information shall be sufficient grounds for your immediate dismissal from service, without benefits, and shall also render you liable to disciplinary and/or legal action.

TERMINATION AND NOTICE PERIOD :

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CIN : U72900MH2010PTC210033. Regd. Office : H-17, RH-4, Sector 6, Vashi, Navi Mumbai 400703, India.

This appointment may be terminated by giving two calendar month's notice (by either party) in writing, after completion of the mandatory Service Assurance period. The prerogative of acceptance of salary from you in lieu of your notice period in part or full, rests solely with the Company. You shall, during the notice period, attend to all your regular duties conscientiously and ensure that a proper, complete and smooth transfer of knowledge is facilitated to the person(s) designated to take over from you. You shall not be permitted to take or set-off accumulated leave during your notice period. The company and its management shall be the sole deciding authority to determine whether a complete and smooth handover has been effected by you or not.

The Company shall have the right to terminate your service / internship without notice, in the event of your being found guilty of misconduct of any nature and/or negligence in rendering services or in the conduct of the Company's business or such misdemeanor, which is likely to affect or affects the reputation or the smooth working of the Company or any breach of the terms and conditions contained herein.

The Company shall have the right to terminate your service / internship without notice and without any compensation, in the event of your being found wanting or lacking in learning the technologies assigned to you and applying the same in tasks assigned to you, for which the Company and its duly appointed officers shall be the sole judge.

The Company also reserves the right to curtail your notice period and facilitate your early release from its services, if it deems necessary and fit, without offering you any compensation for the remaining notice period, or by setting off the dues payable to you against unserved notice period.

You further agree that you will not at any time after the termination of your employment with the Company, represent yourself as being in any way connected with or interested in the businesses of the Company or its group Companies. You further undertake that during your employment and after ceasing to be an employee of this Organization, you shall not in any way interfere with the working of the organization or its employees in such a way that disturbs or is detrimental to the smooth conduct of business at the organization.

JURISDICTION :

The parties to this Offer cum Appointment Letter irrevocably agree for the exclusive benefit of the Company that the competent Courts in Navi Mumbai or Mumbai (in that order) shall have jurisdiction over any claim or matter arising out of, under or in connection with this document and other service rules and rules framed from time to time and that accordingly any proceedings in respect of any such claim or matter may be brought in such court. Nothing in this clause shall however limit the right of the Company to adopt proceedings against you in any other court of competent jurisdiction, nor shall the taking of proceedings in any one or more jurisdictions preclude the taking of proceedings by the Company in any other jurisdictions; whether concurrently or not, to the extent permitted by the law of such other jurisdiction.

I welcome your association with us, and look forward to a mutually beneficial relationship. Please sign a copy of this letter as a token of your acceptance of the Offer and the terms documented herein.



Prasad Datye | Director & COO | prasad@os3infotech.com

Accept Job Offer

By signing and dating this letter below, I, Kapil Kisan Chavan, voluntarily **ACCEPT** the terms and offer made to me by OS3 Infotech Pvt. Ltd.

Signature: _____ Date: _____

Documents to be Submitted as per the timelines mentioned in this Offer Letter :

1. Acceptance of this document, dated and signed on each page (in original)
2. Photocopy of PAN Card
3. Photocopy of Proof of Residence (Passport / Aadhar Card / Document issued by a Govt. Authority that is acceptable as a proof of residence)
4. Two passport sized photographs (facial close-up)
5. Photocopy of CTS Compliant cheque leaf of your own bank account
6. Photocopy of Relieving Letter of previous employer (if previously employed)
7. Duly executed Service Assurance Agreement together with Security Cheque (both in original) as specified therein.

Please note that the cheque remains with OS3 as a security, and is not encashed unless any terms of the Service Assurance Agreement are violated by the Intern. The cheque is returned to the Intern as it is upon successful completion of the two year Internship.

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Please do **NOT** email the documents to us. Partial submission of documents, unless expressly permitted by us, shall not be accepted.

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Letter of Intent - Ayush Kumar - Ref. No.: 7907679

1 message

<careers@wipro.com>
To: ayushsandalya2020@gmail.com
Cc: manager.campus@wipro.com

Wed, 5 Sep, 2018 at 14:13

Campus - Letter Of Intent

September 05, 2018

Dear Ayush Kumar,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band Team Rainbow (TRB-II) of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefit Plan	5,630
Additional Allowance	-
Total Fixed Cash	23,110
PF	1,121
Gratuity	496
Total Fixed Compensation	24,727
Other Compensation Benefits	
Health Benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Total Cost to Company per month	26,667
Total Cost to Company per annum	320,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by accepting the contents of this communication. Your communication of interest is a precondition to the issuance offer of appointment.

Please login to your Candidate Desktop and accept the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended

recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



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Offer: Computer Consultancy
Ref: TCSL/DT20184872969/Kolkata
Date: 03/01/2019

Mr. Abhay Kumar
S/O, Mittu Saw, Alamganj Chowki, Gosai Ghat Lane, Patna Ashok Rajpath,
Pani Tanki,
Patna-800007,
Bihar.
Tel# -8796377680

Dear Abhay Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184872969

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - II/E/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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TCSL/DT20184872969

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Tata Consultancy Services Limited

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Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential

TCSL/DT20184872969

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - II/F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Abhay Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Mandijy

(231)

OK

Private and Confidential

Joining letter

Address: Flat No 301, A3 Wing, Genesis Apartments, Wadmukhwadi, Alandi Road, Pune 412105
Maharashtra

Dear Mr. Aditya,

1. JOB OFFER

Apne Apps Pvt Ltd is pleased to offer you the position of Developer. We trust that your knowledge, skills and experience will be our most valuable assets. As you accept this job offer, as per company policy, you'll be eligible to receive the following in the beginning on your hire date:

* **Salary:** During the first year, the salary would be Rs. 1.2 lakhs / year.

Your salary would be revised after one year of service.

The salary after first year completion would be revised to an amount in between 3.5 lakhs / year to 7.5 lakhs / year. The exact revision would be based on both company and employee performance.

* **Appraisal:** As per the company rules appraisal will be done according to the wish of management and your performance. One yearly appraisal will always be there.

* **Benefits:** Leave Policy is documented separately and available on internal website

* **Working Hours:** The business hours are from 10 am to 7 pm. Employees should be punctual.

* **Working Days:** Monday thru Saturday are working days. Employees can avail leave during the week against their leave plan but subject to prior approval from manager and ensuring delivery schedules are adhered. Leave policy would be shared separately.

2. PROBATION

As per the Company policy, the probation period, is for one month from date of joining. During the probation period or any extension thereof, you will be liable to be discharged from employment with Apne Apps at any time without any prior notice and without providing any reason.

3. TAXATION

Accepted
Aditya
08/06/2018

All payments provided by the Company will be made in accordance with the taxation system prevalent within India, including tax deduction at source (if applicable).

4. DOCUMENTS

You are requested to fulfill below mentioned joining formalities. Along with your offer letter, please provide the following documents:

1. Xerox of Degree mark sheets and certificates.
2. Copy of Residence Proof: Photocopy of Aadhar/ Passport / Driving license /Voter's identity card.
3. Salary slips from previous employer (If applicable)
4. Experience certificate of previous companies (If applicable)
5. Two passport size photographs.
6. Copy of latest CV
7. Sign and date this job offer letter where indicated below.
8. Sign and date the Non-Disclosure Agreement at the time of joining (or when agreement provided to you).

5. TERMINATION OF EMPLOYMENT

If you don't abide by the rules and the regulations which are mentioned in the code of conduct, then your employment can be terminated by the company.

The Notice Period for separation/ resignation is one month or salary in lieu of.

The resignation acceptance should be there from the Company Management. Upon termination of your employment with Apne Apps, you must return all such notes/memoranda and handover all work in progress.

6. Confidentiality Clause:

The Candidate recognizes and acknowledges that the system, business materials, marketing strategies, operational planning, product/service pricing policies, client details, salary, revenues, user information, software knowledge and all system documentation relating thereto ("Proprietary Information") which Company owns, plans or develops, whether for its own use or for use by its clients or relating thereto are confidential and proprietary to the Company. The Candidate further recognizes and acknowledges that in order to enable the Company to perform services for its clients, such clients may furnish to the Company Confidential Information concerning their business affairs, property, methods of operation or other data; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees (Candidate) keeping such services and information confidential (collectively, including Company systems and Company's client information, the "Confidential Information")

7. Non-Disclosure Clause:

The Candidate agrees that, except as directed by the Company, the Candidate will not at any time, whether during or after his/her employment with the Company, disclose to any person or use any confidential information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Candidate or otherwise coming into the Candidate's possession or control without the prior written permission of the Company. Any separate Agreement entered between the Candidate and the Company, elaborating this Clause, shall be construed as part of this Agreement and shall be fully binding on both the Parties.

8. Non-Competition Clause:

The Candidate agrees and covenants that because of the confidential and sensitive nature of the Confidential Information and because the use of, or even the appearance of the use of, the Confidential Information in certain circumstances may cause irreparable damage to the Company and its reputation, or to clients of the Company, Candidate shall not, until the expiration of Three years after the termination of the employment relationship between the Company and the Candidate, engage, directly or indirectly, or through any corporations or associates in any business, enterprise or employment which is directly competitive with the Company and its services. Any separate Agreement entered between the Candidate and the Company, elaborating this Clause, shall be construed as part of this Agreement and shall be fully binding on both the Parties.

Your employment is also contingent upon your ability to work for the Company without restriction i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer. However subsequently if any non-compete obligations are discovered you shall be personally liable for the same.

If you accept this job offer, your joining date will be on the day of 18-Jun-2018.

We at Apne Apps hope that you'll accept this job offer and look forward to having you in our company.

Sincerely,

Sandeep Jain
Director
Apne Apps Pvt Ltd
Bhau Institute COEP Boat Club Shivaji Nagar, Pune 411005

To
Mr. Aditya Shrivastava,
Bangalore.

Dear Aditya,

We are happy to inform you that you have been confirmed to the position of Associate Software Consultant at Muraai Information Technologies with effect from 9th December 2019.

During the training period, we have reviewed your performance and are pleased with your performance. You have excelled well in your performance and finished all your work in time. Even your immediate superior has praised your work.

Your Total Annual Compensation (Total Cost to Company) will be Rs. 3,50,000 /- and you will be eligible for HRA (House Rent Allowance), Conveyance Allowance, Special Allowance, Medical reimbursement and Leave Travel Allowance.

1. You will also be eligible for the following benefits:

- a) **Hospitalization and Personal Accident Insurance:** You will be entitled for Mediclaim Insurance for self, spouse and two dependent children and Personal Accident Insurance for self, as per the company policy.
- b) **Employee Bi-Annual Bonus:** You will be eligible for a bonus amount twice a year which would be paid to you at the end of completion of every six months in the company.
- c) **Telephone Reimbursement:** You will be entitled for telephone reimbursement up to a maximum of Rs. 1,000/- per month.
- d) As we develop additional employee benefits for Muraai Information Technologies employees, we will communicate the terms of their availability to you.

2. **Career Growth and Increments:**

You would be eligible for promotions and increments based solely on your performance and contributions to Muraai Information Technologies Pvt. Ltd. Salary increments are normally given annually.

3. **Working hours and Business Travel:**

The business day is generally 9:30 a.m. to 6:30 p.m. inclusive of a lunch break from Monday through Friday. Notwithstanding, your duties may require you to engage in travel on behalf of the company both within and outside India and to work any additional hours or days required by the nature of business of the company. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

4. **Relocation Expenses:**

For those with prior relevant work experience and need to relocate to join us we will reimburse II A/C rail / road expenses incurred by you from your current location to Bangalore.

28 Sep, 2018

Mr/Ms. Aman Sinha
C/O Late Deoki nandan prasad, road no-4, Shastri nagar
Munger, 811201

Dear Aman,

Welcome to the Tieto family!

We are pleased to offer you the position of **Junior Software Engineer** in our organization. The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **1 Oct, 2018** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09:00 AM**.
3. Your fixed annual salary package will be **INR 320,000.00** (Rupees Three Lakh Twenty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be confirmed.
5. This offer of appointment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the company.
6. This is not a regular offer of appointment but a Letter Of Intent. The formal letter of appointment will be issued at the time of joining.
7. Please submit the following at the time of your joining, failing which your offer letter stands canceled.
 - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
 - One passport size photograph
8. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating your acceptance of this Letter Of Intent of employment.

We once again would like to thank you for your interest in seeking a career with Tieto and hope you will have a fruitful and successful career with us.

Yours sincerely,
Tieto, India Recruitment

No signature is required as this is a system generated letter.



234/14

Offer: Computer Consultancy
Ref: TCSL/DT20184847273/Pune
Date: 27/11/2018✓

Ms. Shukla Madhuri Rammurti ✓
S.No 21/1, Plot No 24 Sane Guruji Society Road,
Sainikwadi, Vadgaonsheri,
Pune-411014,
Maharashtra.
91-8459264694

Dear Shukla Madhuri Rammurti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute your BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link or "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Date : 19.12.2020.

To,

Ms. Sonica Thorat,
Pune.

Dear Ms. Sonica Thorat,

This is with reference to your application for employment and the subsequent meetings you had with us. We are pleased to offer you employment in our organisation for the position of **Trainee Engineer** in our Automation department at Pune.

Your Gross Emoluments (CTC) including all benefits as discussed and agreed between us shall be **Rs. 2,27,500/- (Two Lacs Twenty Seven Thousand Five Hundred Only)** payable monthly as per the policy. *(PF is part of your CTC).*

You will be on probation for a period of Six Months from the date of Joining. Your confirmation in the services of the Company at the end of the probation period would be subject to satisfactory performance during the probation period. A letter of confirmation would be issued to you at the satisfactory of the probation.

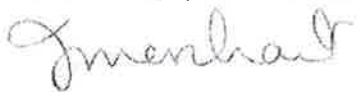
You are requested to produce the following documents on the date of joining:

1. Attested photocopies of all your educational credentials;
2. Attested photocopies of all previous service experience certificates & pay slips
3. Attested photocopies of your photo identity & address proof (Aadhar & PAN card)
4. Latest passport size color photographs (2)
5. Personal References (02 Nos.).

We wish you a long & successful career with us and assure our support for your professional growth & development.


With Best Wishes

For Messung Systems Pvt. Ltd.



Authorised Signatory

I hereby accept the above offer & confirm to join the services of the company on 21/12/2020



Ms. Sonica Thorat.

(Please sign & return a copy of this offer as a token of your acceptance.)

Salary Break- Up (Cost to Company)		
Company Name	Messung Systems Pvt. Ltd.	
Emp. Name	Ms. Sonika Thorat	
Designation	Trainee Engineer	
Date of Joining		
	Particulars	(Rs.)
A.	Salary	
	Basic	7,000
	House Rent Allowance	2,800
	Education Allowance	200
	Transport Allowance	1,600
	Misc. Allowance	3,075
	Medical Allowance	1,250
		15,925
B.	Statutory Component	
	Employer PF Contribution	1,575
	Gross Salary Per Month	17,500
	Yearly Gross Salary	210,000
C.	Annual Benefits	
	Bonus	17,500
	Yearly Gross CTC	227,500

Gross Salary Per Month	17,500
Employer PF Contribution	1,575
Employee PF Contribution	1,575
PT	200
In Hand Per Month	14,150

Notes:

1. All Reimbursements are subject to submission of valid bills to Finance Dept.
2. Employee's PF contribution equivalent to Employer's PF contribution will be deducted from monthly salary
3. For clarifications relating to complete tax liability please contact Finance Department.

Sonika Thorat
Approved by



HRD/3T/18-19/12527594

Mr. Rishabh Ratan
Candidate ID: 12527594
C/O Swayamber Vastralaya
Gola Road
Bihar
Dumraon - 802119
India
Ph: (91) 70667 82393

July 17, 2018

Dear Rishabh,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.07.17 17:00:18 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/18-19/12527594

July 17, 2018

Mr. Rishabh Ratan
Candidate ID: 12527594
C/O Swayamber Vastralaya
Gola Road
Bihar
Dumraon - 802119
India
Ph: (91) 70667 82393

Dear Rishabh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 03, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rishabh Ratan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	6,420			
FIXED DEARNESS ALLOWANCE (FDA)	1,100			
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277			
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429			
PERSONAL ALLOWANCE	2,935			
MONTHLY GROSS SALARY	21,161			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)	902			
GRATUITY - 4.81% of (Basic + FDA)	362			
FIXED GROSS SALARY (FGS) (1+2+3)	22,500			
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Rishabh Ratan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



To,
Deepak Kumar,

Date: 19-Jun-19

Subject: Offer Letter

Dear Deepak Kumar,

We have pleasure in informing you that you have been selected "Associate Engineer" at our Client Place "Tata Communications Ltd, Pune" Salary Offered to you is Rs. [REDACTED] CTC. Your Salary Structure shall be as per Annexure A.

You should join duty on **20-Jun-2019** at **Tata Communications Ltd, Pune**. Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer letter.

Based on company requirement a background Verification Check will be carried out within the first month from joining. Depending upon the result of the Background Verification Check your services with **Tata Communications Ltd, Pune** will continue. If the Background Verification Check result is found "Negative", your services will be terminated with immediate effect. You will be paid the salary for the days you have worked, but no notice period will be offered.

Your employment may be terminated by the company either by giving 30 days of written notice or salary in lieu of notices without assigning any reason whatsoever. Similarly you may also terminate the service by giving One Month written notice or by depositing or adjusting your One Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your Appointment letter.

We expect you to contribute towards the long-term growth of the company.

Following Documents will be required Before your Joining date

1. Resume copy
2. Latest passport size photographs.
3. I.D Proof (Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates/Mark Sheets. (10th, 12th, Final Year)
6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
7. Cancelled Cheque/ Passbook of your savings bank account.
8. Pan Card & Aadhaar Card (Mandatory)
9. Joining Kit Forms (Form 11, Form 2, Form-1 and Prompt Joining Form)

16-Jan-2019

Dear Shiv Shankar Kumar,
B.Tech/B.E., Electronics & Telecommunications
MIT Academy of Engineering

Candidate ID - 12818006

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.


Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the TEPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Bethavandru
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Date: February 17, 2019

Letter of Offer

Dear DEVESH. KUMAR

Further to your interview dated February 17, 2019, we are pleased to offer you the position of Trainee- Software Engineer with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be Rs. 18,000/- (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as Software Engineer.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from March 04, 2019 for this offer to be valid.


Your work location will be -

Cybage software Pvt. Ltd.
7th Floor, Tower-B, EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Phase- II, S. No. 72/2/1, Kharadi,
Pune - 411014, Maharashtra

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

Sincerely,
For Cybage Software Pvt. Ltd.



Swati Patil
Group Manager - Talent Acquisition

CYBAGE SOFTWARE PVT. LTD.

Survey No. 13A, Wadgaon Sheri, Pune - 411014, Maharashtra, India
+91 20 6604 1700 | info@cybage.com | CIN: U72200MH1996PTC104374
www.cybage.com

ANNEXURE-1Salary Details

Name:

Designation:

Department:

Primary Skill:

Location:

DEVESH. KUMAR

Software Engineer

Engineering

Fresher

Pune

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	
ii	HRA	132,000
iii	Transport Allowance	88,294
iv	Children Education Allowance	29,431
v	Bonus \ Ex-Gratia*	18,187
vi	EPF Employer's Contribution	26,400
		23,688
	ANNUAL GROSS FIXED SALARY	
		318,000
B	Major benefits	
vii	Gratuity	6,349
viii	Insurance-Medicaid	6,600
ix	Insurance-Term Life	1,799
	TOTAL COMPENSATION (A+B)	332,748
C	Variable Pay	31,800
D	COST TO COMPANY (A+B+C)	364,548

*Details mentioned in the "Explanation of terms used" section in the next page.

Explanation of terms used:

- i. **Basic:** This is the base component of the salary to which many other components are linked. This amount is fully taxable.
- ii. **HRA:** This amount will not be taxable if you submit appropriate rent agreement and rent receipts. Tax benefit calculation will be done on the basis of provisions of Income Tax Act, 1961.
- iii. **Transport Allowance:** Rs. 1600/- per month is exempt from tax and bills need not be submitted.
- iv. **Children Education Allowance:** This amount can be claimed as non-taxable by producing school fee receipts of your children to a maximum of Rs. 1200/- per child per year, for two children. (This can be claimed over & above deduction U/s 80 C of Rs. 100000/-)
- v. **Bonus \ Ex-Gratia:** As per the statutory regulation, if you are covered under the payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-Gratia"
- vi. **Contribution to Provident Fund:** This is calculated as 13.16% of all the above mentioned components (excluding HRA) or Rs. 1,80,000, whichever is lesser.
- vii. **Gratuity:** This provides you a lump sum benefit upon separation after completion of 5 years of continuous service or on retirement or when deceased. The gratuity is computed as per the Payment of Gratuity Act, 1972, as: Last drawn basic salary * no. of years served * 15/26. This amount is subject to a maximum limit as may be prescribed by the Payment of Gratuity Act 1972.
- viii. **Insurance:** As per the company policy, you are eligible for Insurance. At present the insurance cover available for Cybage employees is:
 - a. **Medical cover** of Rs. 200000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40000/- for up to two children.
 - b. **Accident cover** of Rs. 1000000/-, payable to beneficiary in case of death of employee. Covers payment for medical leaves taken by employee after accident at the rate of 1% of sum insured or Rs. 10000/-, whichever lower. Does not include hospitalization cover.

The insurance aforesaid are subject to review as per Cybage policy on an annual basis.
- ix. **Variable Salary:** This is the variable component of your salary based on Cybage's present policy. For the current financial year, the variable salary will be subject to the following conditions:
 - a. Variable salary shall depend on the company performance and your performance for the period under evaluation.
 - b. The variable component would be prorated based on the period for which the employee has worked with Cybage Software Pvt. Ltd. in the Financial Year and shall be paid to employees who have not resigned or not serving their notice period as on 31st March.
 - c. The Variable pay shall be calculated as 50% of Cybage Software Pvt Ltd.'s organic topline growth*. It means that if our organization hits "x" percentage top line growth, the variable payout would be "x/2".

For example, if Cybage achieves 18% growth in a financial year, the corresponding variable payout will be 9%. The last 5 years CAGR is 14.4%. On the maximum side, the variable payout will be capped to 10% of the annual gross fixed salary.

Income Tax: Income tax and Professional tax will be deducted at source as per the rules applicable.

The information pertaining to compensation and benefits is personal and confidential in nature. You should maintain confidentiality of your compensation details and any increment.

ANNEXURE-2**Additional Terms and Conditions of Offer****1. Work location and transfer:**

Your work location shall be at Cybage Pune office. This offer is subject to your preparedness to work in any of the locations of Cybage or its affiliates. Your services are transferable and you may be assigned to any office of Cybage or an associate company on such project as Cybage may deem suitable.

2. Training:

You shall undergo training for period of three months from your date of joining. Your confirmation shall be based on successful completion of the training, failing which the stipend shall continue. Based on your performance during the training, you may be transferred to other departments or your training may be extended or your services may be terminated. In this case the designation and salary shall change accordingly. The period of training can be extended depending on the business requirement. All confirmations after training are made only on 1st day of a month. Thus, if the due date for confirmation of an employee, as per date of joining and period of training letter falls between the 1st and 15th day (both days inclusive) of a month, the employee will be confirmed on the 1st day of the same month. However, if the due date for confirmation of an employee, as per date of joining and period of training falls between the 16th and the last day (both inclusive) of a month, the employee will be confirmed on the 1st day of the following month.

3. Mandatory tenure of employment:

On joining Cybage, you will continue to be employed with Cybage for a minimum period of fifteen months from the date of joining. If you resign or are terminated by Cybage for cause prior to completion of the said period of fifteen months, you will be liable to pay to Cybage damages equivalent to Rupees One Lakh. On joining, you will be required to sign an Employment Agreement to this effect.

4. Background verification:

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining Cybage and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials.

In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, Cybage reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies or this Offer letter.

5. Travel and passport:

You should possess a valid passport during your employment with Cybage. In case you do not have a valid passport at the time of joining, you should get one issued within three months from the date of joining.

6. Confidentiality and return of materials:

You shall be required to maintain organizational secrecy and confidentiality with respect to information and procedures followed in Cybage. You should not disclose any information/materials that are an intellectual property of Cybage, its associate companies, or clients.

Upon resignation or termination of your employment, you shall return to Cybage all papers and documents which may at that time be in your possession. This includes all type of material related to the business of Cybage or any of its associates or branches and you shall not retain any copies or extracts therefrom.

7. Non-competition:

During the term of your employment with Cybage, you shall not engage in any other employment, occupation, consulting, or other business activity related to the business in which Cybage is now involved or becomes involved during the term of your employment. You shall not engage in any other activity that conflicts with your obligations to Cybage during the term of your employment and for one year thereafter without the prior written consent Cybage. The Employment Agreement to be executed by you on joining shall contain a clause to this effect.

8. Leaves and holidays:

You will be entitled to 13 planned leaves and 8 unplanned (pro-rata) leaves in every calendar year. The planned leaves will be credited semi-annually at the rate of 6.5 leaves. Unplanned leaves will be credited as per Company policy. The list of national holidays is declared by the HR department at the beginning of each year. Based on your date of joining, your leaves will be prorated.

9. Appraisal:

Your capabilities shall be assessed at regular time intervals and you shall be eligible for salary revision based on your performance and your capability as well as Company's performance. Your designation may change at the discretion of the Company.

10. Dress code:

Work dress code ranges from Formal to Business Casual to Casual. Cybage's objective in establishing a dress code is to allow our employees to work comfortably in the workplace, while projecting a professional image not only to our customers, potential employees, community, and visitors but also within the organization. Since all casual clothing is not suitable for office, the dress code is specified in the employee manual to help you determine what is appropriate to wear to work. You should adhere to the dress code published in the employee manual on intranet.

You are required to wear formals on your Date of Joining, which is:

- For Gentlemen: Formal full sleeve shirts and trousers with a tie and polished formal shoes.
- For Ladies: Western formals, salwar-kameez or formal saris with sandals.

11. Termination and resignation:

A. Termination: Cybage reserves the right to terminate the services of an employee:

- a) With or without cause by providing one month's notice or one month's salary instead of the notice.
- b) Without notice in the following cases:
 - i. If the employee is absent or on unauthorized leave without notice in writing or without sufficient reasons for seven days or more
 - ii. If the employee goes on a strike or supports a strike in contravention of any law for the time being in force or
 - iii. The employee causes damage to the physical or intellectual property of Cybage or any of its clients/associates.

B. Resignation: Employee shall have right to resign from the Company by serving notice period as per the policy of resignation applicable at the time of departure. In case of a shortfall of notice period, the relieving date shall be the

prerogative of the Company, and shall be within the notice period. Further, the Company reserves the right to recover an amount equivalent to the consolidated salary for the number of days of shortfall.

12. Rules and regulations:

You shall be subject to all rules and regulations of Cybage that are in force and shall abide by them until in employment with the organization. Cybage policies are available on its intranet, which is accessible to every employee, and are updated from time to time. You are expected to be aware of the Company's policies and abide by them. Cybage reserves the right to modify any or all of the above terms and conditions that shall be binding on you, from time to time.

You will be governed by the code of conduct, discipline, rules, and regulations as laid down by the Company. These can be modified and updated from time to time, and these will be deemed to form an integral part of this Letter of Offer.

13. Acceptance:

If the terms and conditions of this offer are acceptable to you, kindly return a duplicate of this Letter of Offer duly signed with your acceptance.

ANNEXURE-3

Document Checklist to be Submitted on Joining

Originals and photocopies of the following documents need to be submitted on the day of joining. Non-submission of any of the documents will lead to deferment of joining formalities. Original documents will be returned after verification.

A. Educational documents:

1. 10th and 12th / Diploma mark sheets
2. Undergraduate certificate and mark sheet (all semesters/years)
3. Postgraduate certificate and mark sheet (if applicable – for all semesters/years)
4. Other Certification mark sheet/certificate

B. Personal documents:

1. 3 passport size photographs (white background only)
2. Passport
3. PAN (Permanent Account Number) Card
4. Aadhar Card
5. Marriage certificate (if applicable)

Before the date of joining, in case of any queries/ address change/email id change, kindly send a mail to talent2join@cybage.com.

ACCEPTANCE OF OFFER

I have read the Letter of Offer and the annexed polices. I hereby accept the offer on the aforesaid terms.

I solemnly affirm that I am not under any medication on account of any medical condition, which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join duties with effect from the date mentioned hereinabove. In case of delays in joining, I shall inform the concerned authority one week in advance in writing.

Name:

Signature:

Date:

Place:

16-Jan-2019

Dear Albert Daniel,
B.Tech/B.E., Computer Engineering
Maharashtra Academy of Engineering

Candidate ID – 12835778

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Albert Daniel

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

Contact

www.linkedin.com/in/nishant-agarwal-574668124 (LinkedIn)

Top Skills

SQL Server Reporting Services (SSRS)

Microsoft Power BI

Transact-SQL (T-SQL)

Certifications

Financial Markets: A Beginner's Module

Learning Data Science: Tell Stories With Data

Sales Analysis Using Power BI

Academic Alliance, Data Science and Big Data Analytics

Equity Derivatives: A Beginner's Module

Honors-Awards

Kudos! Award

Nishant Agarwal

SQL | SSRS | Power BI
Pune

Summary

Working experience in following technologies:
SSRS, SQL, Power BI.

Good knowledge in Capital markets Domain.

Experience

Nice Software Solutions Pvt. Ltd.

1 year

Business Intelligence Consultant

April 2022 - Present (2 months)

Pune

Associate BI Consultant

June 2021 - March 2022 (10 months)

Pune

Atos Syntel

2 years 10 months

GCM2

September 2019 - June 2021 (1 year 10 months)

Pune, Maharashtra, India

Associate Consultant

September 2018 - August 2019 (1 year)

Pune, Maharashtra, India

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,
Dist Pune

Bachelor's degree, Computer Engineering · (2014 - 2018)



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Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

OFFER OF EMPLOYMENT

22nd December, 2017

To,
Mohit Kumar
Tehsil Chhibramau,
Etalpur, Saurikh,
Kannauj,
Uttar Pradesh - 209728

Position offered: Trainee Programmer

Hi Mohit,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

1 Mohit Kumar

An ISO 9001:2008 & ISO 27001:2013 Certified Company



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

Compensation Details

Your annual CTC will be ₹ 3,00,000 /- (Rupees Three Lacs only) P.A. TDS will be deducted as applicable.
The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	1,38,000.00	11,500.00
HRA	55,200.00	4,600.00
Transport Allowance	27,600.00	2,300.00
Special Allowance	11,040.00	920.00
Medical Allowance	27,600.00	2,300.00
Gross	2,59,440.00	21,620.00
Bonus	24,000.00	0.00
Company contribution to PF	16,560.00	1,380.00
CTC	3,00,000.00	23,000.00

* Bonus will be paid proportionately during 2019 Diwali.

Your employment will be effective from 4th September 2018. However, this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,

Sheetal Chhugani
Manager HR

2 Mohit Kumar

An ISO 9001:2008 & ISO 27001:2013 Certified Company

Contact

www.linkedin.com/in/nikhil-bansode (LinkedIn)

Top Skills

Java

C

C++

Languages

Hindi

Marathi

English

Certifications

Certificate of Achievement (2nd Prize) in Project Competition

SnackDown 2017 Certificate Of Participation

Certificate of Appreciation

AWS Certified Solutions Architect - Associate

Web Weaver

Nikhil Bansode

Graduate Intern at BMC Software
Pune, Maharashtra, India

Summary

<https://github.com/niksbansode>

<https://nicevisit.96.lt>

Experience

BMC Software

Graduate Intern

October 2018 - Present

Pune Area, India

BMC Software

Project Intern

September 2017 - May 2018 (9 months)

Pune Area, India

Education

MIT Academy Of Engineering, Alandi

Engineer's Degree, Computer Engineering · (2014 - 2018)

Shikshan Prasarak Mandalis Sir Parshurambhau College Arts, Science & Commerce Tilak Road Pune 30

High School, Computer Science · (2012 - 2014)

Contact

www.linkedin.com/in/tanisha-dalal-b74118157 (LinkedIn)

Top Skills

Data Analysis

Business Analysis

Analytics

Certifications

The Complete SQL Bootcamp 2022:
Go from Zero to Hero

Excel Essential Training (Office 365/
Microsoft 365)

Tableau 2020 A-Z: Hands-On
Tableau Training for Data Science

Statistics Foundations: The Basics

Tanisha Dalal

Data Analyst | Data Engineer | Business Analyst | MSc Business
Analytic student at Aston University
Birmingham

Summary

Truly fascinated by the intricacies of business analytics, I firmly believe that this is the bridge that connects the technical side of the business with managerial, business decision making. Enthusiastic about pursuing a career in a field that I am truly passionate about, I want to make a difference in an organisation where I would manage the analytical foundation of information which empowers companies by improving their understanding of users' wants and needs. I am a critical thinker, confident with measuring business performance by interpreting complex data collation and factual evidence to deliver insightful conclusions for business decision-making.

Experience

APRG Technologies India Pvt. Ltd.

Data Analyst

July 2019 - December 2020 (1 year 6 months)

Pune, Maharashtra, India

- Implemented real-time tableau dashboards for stakeholders to track operational metrics resulting in 20% increase in growth opportunity and profits. Understood business processes to make strategic recommendations.
- Evaluated complex data sets in order to identify, analyse and interpret trends and patterns, performed data cleaning and data modelling of the unstructured data using SQL and python.
- Collaborated with senior management teams to prioritise business requirements and to locate and define opportunities for process improvements. Maintained positive working partnership with a range of clients.
- Publish the daily transaction dashboard for the client so as to give them an overview of the Number of transactions. Communicate clients business requirements by constructing easy to understand data models.

Allscripts India

Consultant

February 2019 - June 2019 (5 months)

Pune, Maharashtra, India

- Imported patient demographic files directly into customer EHR accounts and managed the data model using SQL and Excel.
- Translated large amount of data into clear actionable insights using Python and worked with data at a detailed level.
- Handled escalations and displayed ownership, improved customer metrics as per the goals. Maintained a high level of customer satisfaction by providing timely response and prioritising work.
- Helped to document service processes, create presentations, and gather information for reports. Managed customer accounts and suggested an improved organisation method that reduced time spent in finding information by 14%.

Vision Software Development

Intern

August 2017 - January 2018 (6 months)

Pune, Maharashtra, India

- Worked on a project “Depression Detection Using NLP and Voice Command”, used a wide range of analytical and research resources to deliver a comprehensive, well-planned project.
- Managed a variety of departmental tasks and attended internal business meetings, helping me to grow my overall business acumen and practical experiences.
- Used SQL, Python for analysis and interpretation of complicated datasets in accordance with the employer's business.
- Provided regular status updates on the progress of an escalation and engaged with clients to optimise relationships.

Education

Aston University

Master's degree, Business Analytics · (January 2021 - January 2022)

Maharashtra Institute of Technology

Bachelor of Engineering, Computer Engineering · (August 2014 - July 2018)

Contact

www.linkedin.com/in/kevin-lawrence-swamy-a2102a186
(LinkedIn)

Top Skills

Customer Retention

Customer Relationship Management (CRM)

Lead Generation

Certifications

VCS Veritas Backup Exec 21 Administrator

Kevin Lawrence Swamy

Associate Sales Engineer at Veritas Technologies LLC Helping Enterprises enhance their efficiency by aligning products to increase Data Protection and improve data insight & availability.

Pune

Summary

E-mail : kevin.swamy@veritas.com

Experience

Veritas Technologies LLC

Associate Sales Engineer

February 2021 - Present (1 year 4 months)

Pune, Maharashtra, India

Ziff Davis Performance Marketing

Research Analyst (Inside sales - Appointment Generation)

January 2020 - September 2020 (9 months)

Pune, Maharashtra, India

MyGate

Business Development Manager

October 2019 - January 2020 (4 months)

Pune, Maharashtra, India

BYJU'S (Think & Learn Pvt. Ltd.)

Senior Business Development Associate

July 2018 - October 2019 (1 year 4 months)

Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Computer Science

Contact

www.linkedin.com/in/krutika-gawale-aa2ab3135 (LinkedIn)

Top Skills

SQL Server Integration Services (SSIS)
SQL Server Reporting Services (SSRS)
PowerBI

Krutika Gawale

Analyst at Capgemini Technology Services India Limited
Pune, Maharashtra, India

Experience

Capgemini Technology Services India Limited
Analyst
October 2018 - Present
Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE · (2014 - 2018)

Contact

www.linkedin.com/in/akshay-salunke-b2a48b124 (LinkedIn)

Top Skills

Google Cloud Platform (GCP)
Python (Programming Language)
Google BigQuery

Languages

Marathi (Elementary)
Hindi (Elementary)
English (Elementary)

Certifications

Google Cloud Certified Professional
Data Engineer

Akshay Salunke

Application Developer at IBM
Hyderabad

Summary

Google Cloud Certified Data Engineer | Java | Python

Experience

IBM
Senior System Engineer
February 2022 - Present (4 months)
Pune, Maharashtra, India

Capgemini
2 years 6 months
Senior Software Engineer
October 2020 - February 2022 (1 year 5 months)

Software Engineer
September 2019 - October 2020 (1 year 2 months)

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,
Dist Pune
Bachelor's Degree, Computer Engineering · (2014 - 2018)

JNV Ahmednagar
School, School · (2007 - 2012)

ICT Academy Pune
Data Science and Big Data Analytics

Contact

www.linkedin.com/in/shivani-dongre-96011b123 (LinkedIn)

Top Skills

Linux

MySQL

Networking

Shivani Dongre

Project intern at CDAC Student at MIT AOE
Kalyan Area, India

Education

MIT Academy of Engineering , pune

Bachelor's degree in computer engineering · (2014 - 2018)

Bishop cotton school, nagpur

St. Josephs convent girls high school, nagpur

Contact

www.linkedin.com/in/shatagale
(LinkedIn)

Top Skills

c# .net
Microsoft SQL Server
MySQL

Sagar Hatagale

Open to Work | Dot Net Developer | Full Stack Developer | C# |
ASP .NET MVC | Angular | SQL | Web Services | Microsoft Azure |
Entity Framework | JavaScript

Pune

Summary

A Software Developer(Dot Net) with 2+ years of experience in CloudLex Inc. who specializes in developing end to end Web Applications, Desktop Applications and Web API(REST) using technologies like ASP .NET (MVC 5), MySQL 5, Microsoft SQL 2018, Microsoft Azure, as well as Front End Technologies including TypeScript, JavaScript, Angular 4, 7. C# (OOPs) Being the primary technology of my expertise, grasping new technology has never been a challenge for me.

Experience

CloudLex, Inc.

Software Engineer

November 2018 - December 2020 (2 years 2 months)

Pune, Maharashtra, India

A Software Developer(Dot Net) with 2+ years of experience in CloudLex Inc. who specializes in ASP .NET (MVC), Microsoft SQL, ADO .NET, Entity Framework, Microsoft Azure, Web API(REST) as well as Front End Technologies including JavaScript, Angular. C# (OOPs) Being the primary technology of my grasping new technology has never been a challenge for me.

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Computer Engineering · (2013 - 2018)

Contact

www.linkedin.com/in/ebrahim-arsiwala-13347a7a (LinkedIn)

Top Skills

Microsoft Word
PowerPoint
Microsoft Office

Ebrahim Arsiwala

Technical support consultant
Pune

Experience

Allscripts India
Associate technical support
February 2022 - Present (4 months)
India

Capgemini
Senior Technical Specialist
May 2020 - February 2022 (1 year 10 months)
Pune, Maharashtra, India

Concentrix
Senior Technical Analyst
October 2018 - March 2020 (1 year 6 months)
Pune, Maharashtra, India

Hardware & Windows related support to Small & Medium Business systems. Troubleshooting and diagnosing Desktops, Notebooks, Tablets, Monitors, All-In-One systems, etc. Taking Remote Sessions to assist on Software related issues and generating tickets for hardware replacement after isolating the issue to the exact parts.

Concentrix
Technical Analyst
August 2015 - April 2017 (1 year 9 months)
Pune, Maharashtra, India

Basic hardware and application support to end users. Remotely analyzing system issues and assist on basic windows application. Generate tickets for hardware part replacements and escalate the out of scope cases.

Education

Savitribai Phule Pune University
Bachelor's degree, Computer Engineering · (2012 - 2018)

AISSMS polytechnic

Diploma in Computer Engineering, Computer Engineering · (2009 - 2012)

St joseph boys high school khadki
· (2009)

Contact

www.linkedin.com/in/rishabh-surana-2215831a1 (LinkedIn)

Top Skills

SAP Retail
SAP Implementation
Consulting

RISHABH SURANA

|SAP MM Consultant| |SAP ERP| |SAP HANA| |SAP INTEGRATION|

Experience

nuFuture Digital (India) Ltd
SAP Consultant

Education

Maharashtra Institute of Technology
Bachelor of Engineering - BE, Computer Engineering · (August 2014 - July 2018)

Contact

www.linkedin.com/in/mukesh-jha-482891112 (LinkedIn)

Top Skills

Java
mysql
HTML

Certifications

EMC Academic Associate, Data Science and Big Data Analytics

Mukesh Jha

Developer at Globant India.
Pune, Maharashtra, India

Summary

Completed BE from MIT AOE, Pune. I like to do technical stuff. As a fresher for now, just want to implement my theoretical knowledge

Experience

Globant in India
Developer
August 2018 - Present
Pune Area, India

Education

Savitribai Phule Pune University
Bachelor's, Computer Engineering · (2014 - 2018)

Savitribai Phule Pune University
Bachelor's, Computer Engineering · (2014 - 2018)

HRD/3T/18-19/12527488

July 17, 2018

Mr. Manmohan Marotrao Shinde
Candidate ID: 12527488
Ashirwad Niwas, Shrikrishna nagar, Near Balaji temple,
Bhokar, Nanded.
Maharashtra
Nanded - 431801
India
Ph: (91) 84464 94441

Dear Manmohan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 03, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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Info



HRD/3T/18-19/12527488

Mr. Manmohan Marotrao Shinde

Candidate ID: 12527488

July 17, 2018

Ashirwad Niwas, Shrikrishna nagar, Near Balaji temple,
Bhokar, Nanded.

Maharashtra

Nanded - 431801

India

Ph: (91) 84464 94441

Dear Manmohan,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC0 5
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.07.17 16:59:58 +05:30
Reason: Offer Letter
Location: Bangalore

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Manmohan Marotrao Shinde
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Manmohan Marotrao Shinde			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				6,420
FIXED DEARNESS ALLOWANCE (FDA)				1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)				9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1,429
PERSONAL ALLOWANCE				2,935
MONTHLY GROSS SALARY				21,161
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				75
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)				902
GRATUITY - 4.81% of (Basic + FDA)				362
FIXED GROSS SALARY (FGS) (1+2+3)				22,500
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
<p>*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.</p> <p>*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.</p>				

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Contact

www.linkedin.com/in/dnyaneshwar-metkari-556982126 (LinkedIn)

Top Skills

SQL

.NET Framework

HTML

Languages

Hindi

English

DNYANESHWAR METKARI

Kalyan Area, India

Experience

ITC Infotech

Associate IT Consultant

August 2018 - Present

Pune

Education

MIT Academy of Engineering Alandi(D),Pune

Bachelor of Engineering (B.E.), Computer Engineering · (2014 - 2018)

Contact

www.linkedin.com/in/anshul-sinha-04709727 (LinkedIn)

Top Skills

Python

PL/SQL

Microsoft Excel

Anshul Sinha

Content Designer and Developer
India

Experience

Tech Mahindra Business Services

Content Designer

October 2018 - Present (3 years 8 months)

Pune, Maharashtra, India

Education

Maharashtra Institute of Technology

Bachelor of Engineering - BE, Computer Engineering · (2012 - 2017)

Contact

www.linkedin.com/in/aditya-ghonge-aa4794109 (LinkedIn)

Top Skills

Technical Specialists
Microsoft Azure
Cloud Computing

Certifications

Microsoft Certified Azure
Fundamentals

Aditya Ghonge

Azure Cloud and Infrastructure
Pune

Summary

I have joined Tietoevry. Its Really a Great Company to work. Moreover you will get to learn a lot of opportunities provided you should be Punctual, energetic and enthusiastic towards your Work culture and yes i Love that. Coming towards me i have my interest in Networking. I love to fulfill all my roles and responsibilities in my Company.

Experience

TietoEVRY
Service Desk Specialist
October 2021 - Present (8 months)
Pune, Maharashtra, India

Tech Mahindra Limited - Pune
2 years 6 months
Sr. Associate
January 2020 - October 2021 (1 year 10 months)
Pune, Maharashtra

Associate
May 2019 - January 2020 (9 months)
Pune, Maharashtra

Education

Mit Pune
Bachelor of Engineering - BE, Computer Engineering · (2014 - 2018)

Extra Copy

257 OK



Oct, 10th 2017

To,

Abhijeet Kumar,
C/O Raghunandan Prasad Sinha, Chandpurbela,
Jakkarpur, Patna, Bihar- 800001

Dear Abhijeet,

With reference to the application and the subsequent interviews we had, we are very pleased to offer you the position of **"Trainee Engineer - Software Development" (Telecom Solutions)** with us at Vadodara, on the terms and conditions verbally agreed with you during the interviews.

We are pleased to offer Total Annual Cost to Company as **INR 4,50,000 /- per annum**. You shall be paid a gross consolidated salary of **INR 37,500/-p.m.** inclusive of Basic, HRA, Conveyance, Medical benefits as per policies of the company, Gratuity as per Government rules, Bonus as per policies of the company, Monthly Performance Bonus and Company Performance Bonus. (Please refer Annexure - A)

You are also entitled to receive **INR 80,000/- as Retention Bonus** (Over and above Annual CTC). Upon Completion of Probation Period (6 Months), Retention Bonus will be paid to you in next 4 installments as per below:

Retention Bonus payout process:

- 1st Installment of 20,000/- payable on or before 1st week of Dec'18
- 2nd Installment of 20,000/- payable on or before 1st week of Apr'19
- 3rd Installment of 20,000/- payable on or before 1st week of July'19
- 4th Installment of 20,000/- payable on or before 1st week of Oct'19

NOTE: An employee should be on the rolls of company while disbursement of each installment of Retention Bonus.

You will be on probation for a period of 6 months from the date of joining. During the probation period and/or the confirmation of the employment, the appointment may be terminated without assigning any reason at any time by TWO MONTH notice on either side, provided the company may, if it shall choose, be at liberty to pay you of TWO MONTH salary in lieu of notice.

This offer shall be subject to:-

1. Acceptance of this offer in writing/confirmation about your joining duties, within 1 day from the date of this letter.
2. Submission of following documents within 4 days of date of this letter:
 - a. School Leaving Certificate
 - b. SSC, HSC and Final Year Mark Sheet
 - c. Passport copy or Driving License
 - d. Address Proof - Electricity Bill / Telephone Bill / VMC Receipt/Aadhar Card
 - e. Six Passport size Photographs
 - f. Pan Card Copy



3) Please send the acceptance mail within 2 days of receiving the offer letter.

Kindly carry all the above mentioned documents in original on the date of joining. HR upon verifying the documents shall issue the Appointment Letter and return the original documents.

You are expected to join our organization latest by 1st Week of June 2018 at 9:30 AM.

In the event of non-fulfillment of any terms, this offer shall stand withdrawn. Please sign the duplicate copy of this offer letter as token of your acceptance of Employment on the above Terms and Conditions.

We look forward to a very fruitful and rewarding relationship between you and the Organization and take this opportunity to wishing you a long and successful career with the Organization.

Yours sincerely,
For Matrix ComSec Pvt. Ltd.

Ashish Shah

Ashish Shah

Manager - Human Resources

I accept the offer and shall join duties on

11/6/2018

Signature of the candidate

Abhishek Kumar

ANNEXURE - A	Abhijeet Kumar
Basic Salary + DA	16000
Transport Allowance	1600
Medical Reimbursement	1250
Child Education Allowance	0
Books & Periodicals	0
House Rent Allowance	6400
Conveyance Reimbursment	0
Uniform Allowance	2200
Sodexo Meal Coupon	0
Other Allowances	3749
GROSS SALARY (A)	31199
Gratuity (Yearly Component)	769
Statutory Bonus (Yearly Component)	2100
ESIC Contribution	0
PF - Employer's Contribution	0
Company Performance Incentive	0
Member Performance Incentive	3432
OTHER PAY (B)	6301
TOTAL MONTHLY CTC (A+B)	37500
Annual CTC without Gift Coupon	450000
Gift Coupon Value	0
ANNUAL COST TO COMPANY	450000
Net Take Home Before Tax (With MPI)	34431
Net Take Home Before Tax with 100% CPI	34431
RETENTION BONUS	80000
TOTAL REMUNERATION (INCLUDING RETENTION BONUS)	530000

Note:
Leave Encashment is paid over and above CTC. All paid unused leaves as on 31st Dec can be en-cashed in January.
MPI: Payable monthly, calculated at 11% of Gross Salary. Can vary between 0 to 15% of Salary depending on your performance.
CPI: Payable monthly, calculated on Gross Salary. Full CPI can be achieved on 100% achievement of monthly sales target.
Statutory Bonus: Payable yearly as per Government rule: Calculated as 20% of Minimum Wages or Rs.7000/- basic (whichever is higher).
Gratuity: As per government's rule
ESIC Contribution: Payable as per Government rule, calculated on Gross Salary (below 21000 per month), Employee's Contribution: 1.75% of Gross. Employer's ESIC Contribution (4.75%) is not part of CTC and payable by Employer.
All taxes (as per Income Tax Rules) related to your employment will be borne by you.
PF contribution: PF Contribution is calculated on "Basic Wage". Definition of Basic Wage: Basic + DA + Monthly earned actual incentive. The Contribution is payable on maximum Basic Wage Ceiling of Rs. 15000 by Employee & Employer.

*for
Shashi*

Nov 19, 2018

To,
Jitesh Agarwal, Pune.
jitesha4@gmail.com / +91- 7020234434

Sub: Letter for "Associate Member of Technical Staff"

Dear Jitesh,

It was our pleasure talking to you. We are happy to offer you role of **Associate Member of Technical Staff** at Mindstix Software Labs Private Limited, with a stipend of **16,000/- per month (Sixteen Thousand Only)** for the period of 3 months. It is inclusive of all taxes, levies, and employee benefits.

Effective Date of Offer:

This offer is effective from November 19, 2018 and is valid for the duration of 2 days. We look forward to you joining the organization on November 22, 2018.

Notice Period:

Mindstix Software Labs has a standard notice period of 60 calendar days for all employees (Confirmed / On Probation / Interns).

But in case of consistent underperformance by the employee, the company reserves the right to terminate an offer, with a notice period of 15 working days or for numbers of days you served organization, whichever is lesser.

Paid Leaves:

The company strongly suggests avoiding leaves during the *probation period*, unless absolutely needed, as this would reflect on your performance reviews. If any leaves taken, then it will be considered as LWP (Leave without pay).

Working Location and Schedule:

Your working location will be the company's software development center at 704/705 Amai Neptune, 7th Floor, Lane Opposite to Bata Showroom, Baner Road, Pune 411045. The company reserves the right to relocate, if needed, depending on the business needs and circumstances.

The company typically works 5-days a week (Mon-Friday). However, you may be occasionally required to report to work on Saturday during crucial project deliveries.

Acceptance of NDA and Company Policies:

This offer is subject to your acceptance of the company's standard *non-disclosure agreement* (NDA) and your abidance to the standard company policies.

Roles and Responsibilities:

As a **Associate Member of Technical Staff**, you will be assigned to the following responsibilities:

1. Understanding customer requirements and your project requirements.
2. Regular (Daily / Weekly) interactions with the customer and reporting.
3. Key contributions to the technical Architecture, High-level Design, Low-level Design
4. Coding, Implementation, Unit Testing, Delivery of Modules, Applications and Products.
5. Investigation, R&D of new technology areas.
6. Building customer confidence for ongoing involvement in allocated projects.

Kindly note that this is an indicative list, and you may be assigned additional roles and responsibilities based on the need of the business.

Career Path:

At Mindstix Software Labs, we have always believed in building teams of exceptionally high quality, sharp and ambitious engineers.

During the course of your work here at Mindstix, you will be offered exciting opportunities such as: Participating in Presentations, Knowledge-sharing and Creation, Technology Training Programs, Leading Projects, Directly interacting with customers.

We wish you the best in your goal to take a bigger role in the company in the forthcoming future.

Reporting:

You will be directly reporting to our Founder, CEO, Roshan Kulkarni and may be further directed to work with our CTO / Delivery Head / Team Lead as required.

Submission of Documents:

As per the company policy you are required to submit the following documents on your joining day at the company:

- Two Recent Passport-sized Photographs.
- Photo ID Proof. (Photocopy)
- Proof of Permanent Address. (Photocopy).
- Proof of Local Address (If not the same as #3). (Photocopy)
- PAN Card. (Photocopy)
- Your degree Certificates and Marksheets. (Photocopies).
- Details of your Savings Bank Account where Electronic Salary Transfers are to be setup.

Please carry the originals of the above documents for verification on your joining date.

Please contact us if you may have any further questions with respect to this offer. Kindly return a *countersigned copy* of this letter to acknowledge your acceptance and you are also requested to confirm your date of joining. We look forward to work on exciting products development with you!

Human Resources,
Mindstix Software Labs Pvt. Ltd.
hr@mindstix.com



Rahul Subash
Kshatriya

Employee: 2355530



Mphasis

The Next Applied

259
28

60



Integrity, Innovation, Serenity



Tudip/EH/ 2018

(260)

66

October 10, 2018

Shrihari Wankhade

Adsul, Buldhana,
Maharashtra - 444203

Phone - +91-9561382133

Dear Shrihari,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you designation as **Associate Project Engineer**.

The location of your initial reporting will be Pune and your date of joining would be **October 10, 2018**.

Your Total Gross Salary as applicable has been detailed in the Annexure I of this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Tudip. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. Your employment with us will be governed by rules, regulations, policies and practices of the Company that may change from time to time.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We are confident that you will find your time at Tudip both personally and professionally rewarding and you will make a substantial contribution to the growth and success of the company.

Welcome to Tudip. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

Human Resource Team

Confidential



Integrity, Innovation, Serenity



Tudip/EH/ 2018

Annexure A (Compensation Details)

Component	Monthly	Annual
	Rs	Rs
Basic	10,000	1,20,000
House Rent Allowance	4,000	48,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,500	18,000
Internet and Phone Bills	1,500	18,000
Customer Commitment Bonus*	2,500	30,000
Monthly Gross Total	21,100	2,53,200

Retiral and Other Benefits	Yearly (Rs.)
PF- Company Contribution	15,600
Leave Encashment*	6,000
Health Insurance*	6,500
Gratuity	30,000
Total Salary	3,11,300

* Please refer to HR Policies

Confidential

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Contact

prashantsonsale96@gmail.com

www.linkedin.com/in/prashant-sonsale-b84430162 (LinkedIn)

Top Skills

Unix

C

Operating Systems

Prashant Sonsale

System Software Engineer (Intern) at Ryussi Technologies (P) Ltd
Pune, Maharashtra, India

Summary

I have completed the Bachelor of Engineering Course in Computer Science from Pune University India. I have good understanding of C programming language, Linux & Unix operating systems, Memory management, File systems and Storage systems.

Currently, I am working at Ryussi Technologies on product Module based on SMB(Server Message Block)

Experience

Ryussi Technologies (P) Ltd.
System Software Engineer (Intern)
June 2018 - Present
Pune Area, India

Education

MIT Academy Of Engineering Alandi Pune.
Bachelor of Engineering, Computer Engineering · (2014 - 2018)



Ref No.: SQS/HR/11633
Date: 21st September 2018

Offer Letter

Snehal Gaikwad
Rajsyog Society, A-5,
Indrayaninagar, Bhosari,
Pune, Maharashtra,
Pin - 411026

SQS India Infosystems Pvt. Ltd.
Plot 25/1, Rajiv Gaikwad Infotech P
MIDC Phase III, Hingewadi,
Pune - 411057, Maharashtra, India

Phone: +91 20 7130 6000
info-india@sqs.com
sqs.com

Dear Snehal,

Welcome to SQS India Family.

We are pleased to offer to you an appointment with SQS India as
Junior QA Associate under grade GG1 on terms and conditions stated below,

1 Appointment:

- 1.1 Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than 24th September 2018.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation / Training for a period of 6 Months from the date of your appointment / joining. During the period of Probation / Training, you would need to complete ISTQB Foundation Certification to get confirmed with SQS. If you are unable to complete your ISTQB Foundation then your probation period would be extended further until you produce the certificate. Other than that if in the opinion of the company your performance is not found up to the mark your probation may be extended / your services may be terminated without any notice. Upon successful completion of the said period of Probation / Training, if in the opinion of the company you are found suitable in the appointed post you may be confirmed.
- 1.4 Your services are liable to be transferred as the Company may from time to time deploy to any other locations, departments, functions, sites, establishment, or branch of the Company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of service as may be applicable to such place establishment, location, department, function, site, or branch etc.

2 Remunerations:

- 2.1 Your effective salary will be Rs.308774 per annum as detailed herein below.
- 2.2 Your salary is personal and confidential information. You should discuss it only with CEO/COO/HR.
- 2.3 You will be entitled for other compensation and benefits in accordance with the policies of the company as may be laid down from time to time.
- 2.4 Your salary will be reviewed periodically based on your performance and as per SQS India PGP.

3 Working Hours:

- 3.1 You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.
- 3.2 Being a result-oriented company, we believe in flexible timings. You can adjust your timings to suit the project needs you are assigned to, with appropriate approval from your reporting authority / CDM while ensuring you complete the average hours per month. The official timings are between 09:15 hrs and 18:15 hrs (198 working hours per month, calculated considering 22 working days, 9 hours per day).



4 Other Benefits:

- 4.1 You will be entitled for leave and holidays as applicable to your Grade and location of posting.
- 4.2 Ten National / Festival holidays every calendar year. A list of these would be announced every year.
- 4.3 You will participate in the company Provident Fund Scheme as per statute.
- 4.4 You are entitled for various benefits mentioned in SQS India Rule Book such as fitness reimbursement, Long Service Appreciation, Group Personal Accident Insurance, Group Medi-Claim Insurance, Group Gratuity Scheme etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of SQS India as applicable to and the changes therein from time to time.
- 4.6 You are also binding for compliance with all the statutory and labour laws as applicable to you arising out of the appointment / services from time to time.

5 Responsibilities:

- 5.1 Job Specific Responsibilities: Will be briefed after joining.
- 5.2 You shall effectively diligently, to the best of your abilities perform, discharge and carry out all responsibilities assigned to you from time to time, and deliver results. You will be expected to work extra hours to achieve the above whenever the job so requires. You shall not engage in activities that will affect your performance and / or have an effect on the reputation of the Company whether directly or indirectly.
- 5.3 You shall abide by the CODE OF CONDUCT mentioned in SQS India Rule Book.
- 5.4 Disclosures of privileged information through any means or media, to any parties outside of the organization are prohibited during the tenure of your employment with SQS India as well as after you leave SQS India. You need to sign a separate Non-Disclosure Agreement (NDA).
- 5.5 You will not engage in any other activities that may have adverse impact on the reputation / image and business of SQS India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of SQS India Quality Management System (QMS).
- 5.7 Build in QUALITY constantly and radiate quality message by action and by Word.
- 5.8 Confidentiality: You have been made aware that SQS India is and ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by SQS India with its customers.
- 5.9 Indemnifying SQS against any unlawful activities: You also indemnify and hold harmless SQS India from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of you which violates the rules set in the SQS India Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

6 Separation :

- 6.1 We hope your association with us will be a long and healthy one. However, subject to other terms and conditions and the employment contract, either party may terminate this association by giving two months' notice or on payment of two month's salary in lieu of the same.
- 6.2 In the event of willful neglect of your duties, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit and without any notice pay whatsoever.
- 6.3 The provision in the SQS India Rule Book as effective on the day shall apply in case of separation.
- 6.4 By accepting this offer you shall be deemed to have accepted and undertaken to be bound by the SQS India Rule Book from time to time.



The Salary stack for Snehal Gaikwad is as under

Category	Particulars	Amt. Rs.
FM01	Basic Salary (Inclusive of DA)	15000.00
FM02	H.R.A.	1500.00
FM03	Education Allowance	200.00
FM04	Conveyance / Transport Allowance	1600.00
FM05	Soft Allowance	0.00
FM06	LTA	0.00
FM07	Medical Reimbursement	800.00
FM08	Food allowance	0.00
FM09	Petrol Reimbursement	0.00
FM10	Advance Ex-Gratia / Bonus	2000.00
	Gross Per Month	21100.00
FM11	Company contribution towards PF	1800.00
	Monthly Total	22900.00
	Yearly Total	274800.00
	Gratuity	8654.00
* VA 1	Performance Based Incentive	25320.00
	Total Cost to Company Per Year	308774.00

Legend: FM-Fixed Monthly, VA-Variable Annually

*VA1 – The amount indicates max performance incentive applicable to you on Gross (based on individual ratings, KPI's and company performance) and is inclusive of Bonus / Ex-gratia Performance Incentive as a special consideration will be applicable from the date of joining.

Please note that salary shown above is Gross and the Net salary payable will vary after all statutory deductions as per Govt. notifications from time to time.

Please confirm the acceptance to above mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For SQS India

Sachin Dhavale
Senior Manager - People Services

Contact

www.linkedin.com/in/nitin-swami-24025212a (LinkedIn)

Top Skills

SQL

NoSQL

C

Nitin Swami

Computer Engineer
India

Education

MIT AOE

· (2014 - 2018)

Army public School , Kirkee

12th, Mathematics and Computer Science · (2013 - 2014)

Army public school,Jalandhar

10th · (2012 - 2013)

Contact

www.linkedin.com/in/shweta-sonawane-461283162 (LinkedIn)

Top Skills

C

C++

Matlab

Shweta Sonawane

Working at ATOS India Pvt LTD ,Pune
Pune

Education

MIT College of Engineering, Pune

Bachelor of Engineering - BE, Electronic and
telecommunication · (2018 - 2018)

Contact

www.linkedin.com/in/sneha-rakshe-a00027146 (LinkedIn)

Top Skills

Salesforce.com Administration
Salesforce Lightning
Salesforce Service Cloud

Certifications

Analyzing and Visualizing Data with
Microsoft Power BI

Sneha Rakshe

Associate Consultant at Atos
Pune

Summary

An Enthusiastic Engineering graduate with Computer Engineering from MIT Academy of Engineering, Pune.

Work Style

I am Experienced Associate Consultant with demonstrated history of working in information technology and service industry. Currently working in "Banking and Financial" department for American Express.

Skills and Knowledge

I am a salesforce developer having exposure in building salesforce applications using Apex and Visualforce and leverage the full capabilities of salesforce platform to support the company's program.

Develop custom applications using Salesforce.com and integrating salesforce.com with other system.

Strong exposure on Salesforce implementation of Org-wide defaults, Roles, Profiles, Permission Sets, Sharing Rules.

Experience

Syntel

Associate Consultant

September 2018 - Present (3 years 9 months)

Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering, Computer Science · (2014 - 2018)

Contact

www.linkedin.com/in/aman-pancholi-68b344126 (LinkedIn)

Top Skills

Data Analytics
Consulting
SQL

Certifications

Learning Jira Software
Excel: PivotTables for Beginners
Tableau 2020 A-Z: Hands-On
Tableau Training for Data Science
Excel: Power Pivot for Beginners
Planning and Releasing Software
with JIRA

Aman Pancholi

MSc in Business Analytics from Aston University | It's all about how you see the data | Ardent data fanatic |
Birmingham

Experience

Screwfix
Warehouse Operator
April 2021 - Present (1 year 2 months)
Lichfield, England, United Kingdom

Atos Syntel
Associate Consultant
July 2018 - December 2020 (2 years 6 months)
Pune, Maharashtra, India

Education

Savitribai Phule Pune University
Bachelor of Technology - BTech, Computer Science · (2014 - 2018)

Aston Business School
Master of Science - MS, business analytics · (January 2021 - January 2022)



August 8th, 2018

Akanksha Sunil Vanjare

Sr.No.47, Dattaprasad Hou Soc, Ganeshnagar, Wadgaonsheri, Pune
Pune - 411014

SYNTEL PRIVATE LIMITED

SEZ - Unit

(Syntel - Special Economic Zone)

Plot No. B-1/542, Software Technology

Zone - Alandi Road, MIDC, Wakurde

Pune - 411002, India

Tel: 91 020 40701000

Fax: 91 020 40701100

www.syntelindia.com

Subject: Employment Letter

Dear Akanksha Sunil Vanjare,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (AC AC1)**. Your total emoluments are **Rs. 310000/- per annum**, and are as described in Annexure A.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. This offer of employment is subject to your having passed all the examinations of the final degree at the time of joining, securing a minimum of 60% from X to highest qualification.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter. Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate the employment agreement by providing a notice period of three months, or payment of basic pay in lieu of such notice, to the other party.

Your retention in the Company's employment will be subject to your continued medical fitness. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.


The Company will conduct reference checks/ background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. This offer is subject to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all Syntel policies and procedures as well as the terms and conditions annexed hereto. Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resources ("HR") representative of Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing by an authorized HR representative of Syntel Pvt. Ltd.

You are requested to report for duties in our Pune office, on or before **August 8th, 2018 at 10.00 am**.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

For SYNTEL PVT LTD,


Sujay Puthran
Global Head- Human Resources

Encl: Acceptance Copy
Annexure A
Terms and Conditions
Checklist

Encl: Annexure

SYNTEL
Consider IT Done®

ANNEXURE A

SALARY DISTRIBUTION

Name : Nilam Tukaram Dhobale			
Designation : Associate Consultant			
Band : AC1			
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		2,830	33,960
City Allowance (EE)		903	10,840
Bonus (F)		2,000	24,000
Co.'s Contribution to PF (G)		1,800	21,600
Transport Expenses		1,600	19,200
Medical Reimbursement Expenses		1,250	15,000
Sub-Total - I (H)	100%	25,433	305,200
Reimbursements and Other Benefits			
Leave Travel Assistance		400	4,800
Sub-Total - II		400	4,800
Total Compensation (I+II)		25,833	310,000

- As it is identical to the internationally accepted ISO 9001:2000, it helps the firm in gaining a competitive edge in both domestic and global markets.
- It ensures efficient and sound procedures.
- It ensures optimum utilization of plant and reduces scrap and time consuming rework and repairs.
- It is a tool to ensure consistent quality improvement apart from achieving quality control/quality assurance.
- It brings confidence in the customers regarding the quality of the product.
- It makes the quality management system transparent through quality records.
- It ensures higher productivity.



Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

Adarsh Krishna
Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature

Contact

www.linkedin.com/in/shubham-nandagawali-a52760136 (LinkedIn)

Shubham Nandagawali

Student at MAEER's Maharashtra Academy of Engineering,
Kelgaon, Tal Khed, Dist Pune
Pune

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,
Dist Pune

Bachelor of Engineering, Computer and Information Sciences and Support
Services · (2015 - 2018)

Contact

aditya.khowala51295@gmail.com

www.linkedin.com/in/aditya-khowala-697025119 (LinkedIn)

Top Skills

Web Application Penetration Testing

Amazon Web Services (AWS)

DevSecOps

Aditya Khowala

DevSecOps Engineer, CloudCover | AWS | Go | Python
Pune

Summary

Hi, I am Aditya and I love to learn new skills and technologies.

I am a Cyber Security Enthusiast, currently working as Software Engineer in Xoriant.

When I was doing my Computer Engineering, I noticed that everyone is pursuing a career as a developer and I wanted to do something different. That is when I started exploring Cyber Security field as a career.

After getting my U.G. degree, I straight away enrolled for P.G. Diploma course on "Infrastructure System and Security" from CDAC, Pune. There I learned so many things about Networking, Linux Administration and Security.

After completing my Post Graduation, I joined Xoriant Solution. Luckily in Xoriant, I was exposed to new technologies that I have never worked on. In Xoriant, I worked on projects such as

- Created a tool using Go and AWS Lambda, which will do an in-depth scan of S3 bucket objects to find sensitive data and send a notification email to Cloud owner with details
- Created Lambda functions using Python for remediation of AWS services against CIS benchmarks
- Created a SAST and DAST framework using Go and AWS services, which can be directly included in Product team's Jenkins pipeline reducing the manual activity
- Contributed in designing a Secure SDLC framework for client

Every technology which I have been exposed to, I learned it quickly and able to deliver it on time. And for that I also got client appreciation.

Everyday I am trying to learn something new, which is helping me grow as an individual.

Skills/Interest : Python, Go, AWS, Web application Pentesting, Shell Scripting

Tools : Veracode, Checkmarx, Burp Suite, Jenkins, Ansible

Experience

CloudCover

1 year 2 months

DevSecOps Engineer

April 2022 - Present (2 months)

India

Associate DevSecOps Engineer

April 2021 - April 2022 (1 year 1 month)

Pune, Maharashtra, India

Xoriant

2 years 3 months

Software Engineer

February 2020 - April 2021 (1 year 3 months)

Associate Software Engineer

February 2019 - February 2020 (1 year 1 month)

Pune Area, India

Education

Centre for Development of Advanced Computing

PG Diploma, Infrastructure System and Security · (2018 - 2019)

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Computer Engineering · (2014 - 2018)

Contact

www.linkedin.com/in/sanket-kalwar-458801119 (LinkedIn)
github.com/sanketkalwar (Other)

Top Skills

Research
Image Processing
Convolutional Neural Networks (CNN)

Certifications

Improving Deep Neural Networks: Hyperparameter tuning, Regularization and Optimization
Neural Networks and Deep Learning
Structuring Machine Learning Projects

Sanket Kalwar

Computer-Vision and Robotics Research at RRC IIIT-H
Pune

Summary

Currently working under the guidance of Prof. Madhava Krishna on Robotics and Computer-Vision.

Experience

IIIT Hyderabad
Research Assistant
March 2022 - Present (3 months)

Wobot Intelligence
Sr. Computer Vision Engineer
October 2020 - January 2022 (1 year 4 months)
New Delhi, Delhi, India

Jekson Vision
Deep learning Lead
July 2020 - October 2020 (4 months)
ahemdabad

Yantra AI Technologies
2 years 11 months
Computer Vision Engineer
August 2018 - May 2020 (1 year 10 months)
Pune Area, India

Intern
July 2017 - August 2018 (1 year 2 months)
Pune Area, India

Education

MIT Academy of Engineering, Alandi(.d)
Bachelor of Engineering - BE, Computer Engineering · (2014 - 2018)

Priyadarshani junior college
HSC, Science · (2012 - 2014)

Contact

www.linkedin.com/in/suraj-chaudhari-55861b16b (LinkedIn)

Top Skills

Robotics

Python

Embedded Systems

Certifications

Robotics: Aerial Robotics

Robotics: Computational Motion Planning

Robotics: Mobility

Suraj Chaudhari

Vision Engineer at Yantra AI Technologies
Pune, Maharashtra, India

Summary

Robocon Team Captain

One year of Research Internship in SLAM

Experience

Yantra AI Technologies

Vision Engineer

July 2018 - Present

Pune Area, India

CASTALIA RESEARCH LABS PRIVATE LIMITED

Research Intern

August 2017 - 2018 (1 year 5 months)

Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Computer Engineering · (2014 - 2018)

Contact

kale18neha@gmail.com

www.linkedin.com/in/neha-kale-365992135 (LinkedIn)

Top Skills

MySQL

Selenium

Leanft

Neha Kale

Automation Test Engineer|Java|Selenium webdriver|TestNG|Maven|Jenkins|SAFe Practitioner
Pune

Summary

To become a competent professional and utilize the best of my ability in order to deliver my best with a growth oriented organization. I would like to work for an organization which provides me the opportunity to improve my skills and knowledge along with job satisfaction. Passionate about working with Software industry, seeking to obtain a position that will enable me to use my strong organizational skills, educational background and ability to work well with people where I can learn as well grow, make significant contribution to the growth of organization. And also looking forward to accept challenges. To succeed in an environment of growth and excellence and earn a job which provide me job Satisf

Experience

Aventri

QA Automation Engineer

April 2022 - Present (2 months)

Pune, Maharashtra, India

Accenture

Application Test Engineer

May 2021 - March 2022 (11 months)

Pune, Maharashtra, India

Atos Syntel

Associate Consultant

August 2018 - May 2021 (2 years 10 months)

Pune, Maharashtra

Worked as a Automation test engineer.

Education

Maharashtra Academy of Engineering,Pune

Bachelor of Engineering - BE, Information Technology · (2015 - 2018)

Government Polytechnic, Amravati

Diploma, Computer Engineering · (2012 - 2015)

Contact

www.linkedin.com/in/reshma-thak-7b154a13b (LinkedIn)

Top Skills

Engineering

Research

Research and Development (R&D)

Reshma Thak

Student at Mitaoe
Pune

Experience

DemandShore

Research And Development Specialist

September 2019 - Present (2 years 9 months)

Education

Mitaoe

Bachelor of Engineering, Engineering · (2015 - 2018)

Dr. D.Y. Patil Pratishthan's Padmashree Dr. D.Y.Patil Institute Of
Engineering and Technology

diploma, Computer Engineering · (2012 - 2015)

bhairavnath vidyalaya bhosri

ssc · (2002 - 2012)

Contact

www.linkedin.com/in/kajal-sinha-1b4577146 (LinkedIn)

Top Skills

oic

BI Publisher

OTBI

Kajal Sinha

Application Development Analyst
Pune

Experience

Accenture

Application Development Analyst
March 2022 - Present (3 months)
Pune, Maharashtra, India

Capgemini Technology India Pvt Ltd
3 years 1 month

Associate Consultant

March 2019 - March 2022 (3 years 1 month)
Mumbai, Maharashtra, India

Associate Consultant

March 2019 - March 2022 (3 years 1 month)
Mumbai, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology, Information Technology · (2014 - 2018)

Contact

www.linkedin.com/in/rohit-raj-chauhan-02b15516b (LinkedIn)

Top Skills

Engineering
Communication
Direct Sales

Rohit Raj Chauhan

Assistant Manager at Bajaj Finance LTD
Greater Patna Area

Experience

Bajaj Finserv
Assistant Manager
October 2021 - Present (8 months)
Patna, Bihar, India

Canara HSBC Oriental Bank of Commerce Life Insurance Company
Relationship Officer
June 2020 - July 2021 (1 year 2 months)
Patna, Bihar, India

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,
Dist Pune
Bachelor of Engineering - BE, Information Technology · (2014 - 2018)

Contact

www.linkedin.com/in/rupali-gurav-47741a18b (LinkedIn)

Top Skills

C++

Core Java

Full-Stack Development

Rupali Gurav

PG-DAC | CDAC ACTS |Jr. Software Developer
Pune

Experience

Xcaliber Infotech Pvt. Ltd.

Jr. software Developer

April 2021 - Present (1 year 2 months)

Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Information Technology · (2015 - 2018)

Puranmal Lahoti Govt.polytechnic,Latur

Diploma, Computer Engineering · (2012 - 2015)

Contact

www.linkedin.com/in/gaurav-kasar-b55756a3 (LinkedIn)

Top Skills

PHP

Java

Core Java

Gaurav Kasar

Automation Test Engineer | UFT/TestComplete | Expleo Group
Pune

Summary

I'm working as an Associate Technical Engineer in Expleo. Last 2.6 years I'm working on UFT tool for Desktop and Web application.

Experience

Expleo Group
Associate Technical Engineer
September 2018 - Present (3 years 9 months)
Pune, Maharashtra, India

Education

MIT Acedamy of Engineering, Pune
Bachelor of Engineering - BE, Information Technology · (2015 - 2018)

Contact

www.linkedin.com/in/ujjwala-naikare-451409170 (LinkedIn)

Top Skills

Microsoft Power BI

SQL Server Reporting Services (SSRS)

Microsoft SQL Server

Certifications

Microsoft Certified: Data Analyst Associate

Ujjwala Naikare

Associate Solution Designer at Data Semantics
Pune

Experience

Data Semantics

Associate Solution Designer

July 2021 - Present (11 months)

Bengaluru, Karnataka, India

Atos Syntel

Associate Consultant

September 2018 - July 2021 (2 years 11 months)

Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Information Technology · (2014 - 2018)

Army Public School Bangalore

Bachelor of Engineering - BE, Information Technology

Contact

www.linkedin.com/in/shrutika-tayade-3bb8a9236 (LinkedIn)

Shrutika Tayade

Associate Consultant at Atos Syntel
411007

Experience

Atos Syntel
Associate Consultant

Contact

www.linkedin.com/in/abhinavkumar0626 (LinkedIn)

Top Skills

Linux
Kubernetes
Docker

Certifications

Git Complete: The definitive, step-by-step guide to Git
DevOps Project - 2022: CI/CD with Jenkins Ansible Kubernetes
Infosys Advance DevOps Expert Certification

Abhinav Kumar

DevOps Consultant at Infosys
Pune

Summary

A Software Professional having more than 2+ years of experience in implementing and supporting software systems application on different platforms including Red Hat, Linux, Unix, Weblogic, Oracle. Currently working in Amdocs Pune.

Experience

Infosys
DevOps Consultant
November 2021 - Present (7 months)
Pune, Maharashtra, India

Happiest Minds Technologies
Senior Engineer
February 2021 - November 2021 (10 months)
Bengaluru, Karnataka, India

Amdocs
Software Support Engineer
March 2019 - February 2021 (2 years)
Pune, Maharashtra, India

Flint - Cloud and Automation Intelligence (Now part of Freshworks)
Software Product Consultant
July 2018 - February 2019 (8 months)
Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Information Technology · (2014 - 2018)

B.P.S College

12th, Science · (2011 - 2013)

Mithila Public School - India

10th · (2008 - 2011)

Savitri Prabha Residential School

· (2003 - 2008)

Contact

www.linkedin.com/in/gaurav-narkhede-b1a55013a (LinkedIn)

Top Skills

Manual Testing

JMeter

SQL

Languages

Marathi (Elementary)

English

Hindi

Honors-Awards

ISTQB Foundation Level
Certification

Gaurav Narkhede

QA Engineer at Community Brands(Former Aptify)
Pune

Experience

Community Brands

2 years 11 months

QA Engineer

October 2021 - Present (8 months)

Pune, Maharashtra, India

QA Associate

July 2019 - September 2021 (2 years 3 months)

Pune Area, India

Education

MIT AOE ALANDI (D), Pune

Bachelor of Engineering, Information Technology · (2014 - 2018)


OFFER ANNEXURE

Rutuja Laxman Burde

	Amount (Rs.) p.a.
Basic	200,141
HRA	80,496
Medical	15,000
Conveyance	19,200
ITA	10,007
Food Coupons	15,600
Company Contribution to PF	24,017
Statutory Bonus	16,800
Supplementary Allowance	119,538
Annual Salary	500,353

Benefits	
Gratuity	9,622
Medical & Accident Insurance	19,793
Life Insurance	1,648
Cost-to-company	531,416

Yours sincerely,



Jyoti Saha
Senior Director - Human Resources

Confirmation Letter

Confidential

09/30/2019.

Anuja Jalindar Ajab
Employee ID : 1009270
Trainee Programmer

Dear Anuja,

Congratulations!!

Consequent to the review of your performance during Training cum probation/probation period we are pleased to inform, that your service is confirmed with effect from 09/18/2019.

We look forward to your valuable contribution and would like to extend our best wishes to you for a long and rewarding career with us. We are confident that your continued contribution and cooperation will help us progress on our exciting journey to excellence.

You will be governed by the service rules and regulations of the company that are already in force and as may be issued from time to time.

Other terms & conditions as embodied in the offer and appointment letter will remain unchanged.

Wishing you the very best.

For YASH Technologies Pvt. Ltd.



Payal Jain
Authorized Signatory
Human Resources

S: Date format to be read as MM/DD/YYYY. Print only, if required.

20/10/2018

Appointment Letter

Mr. Dipak Eknath Adsure
A/P- Umbare,
Tel- Rahun, Dist- Ahmednagar,
Maharashtra - 414105

Dear Dipak,
Welcome aboard!

We are delighted to offer you the position of Trainee - AI in our API team at Cipla based in Unit - 2. You will be assigned a role of "Trainee". Your scheduled date of employment with us will be 22/10/2018.

Here are the terms and conditions of our offer:

1. Your Total Salary will be Rs.18,280/- per month. The details of the salary are provided in Annexure A.
2. You will undergo training for a period of one year from 22/10/2018 to 22/10/2019. On completion of this period, your training will automatically come to an end. In case a suitable vacancy exists then, we may consider your candidature for the same, depending upon your performance during the training.
3. In case you are awaiting the results of the final examination of any of your education degree/diploma then your selection is subject to your passing the said examination successfully. In case you are unsuccessful, we reserve the right to discontinue your training.
4. You will be eligible for various benefits like Leave and Group Life Insurance etc. of the Company, as per Policy. You can know more about the same on the trainee self-service portal.
5. You will be eligible for further review of the emoluments as per the Company Policy.
6. During your training you may be transferred to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
7. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Cipla HR site or seek assistance of the Human Resource department.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatra Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

Nashik Plant



* Private & Confidential *

To,

Ms. Gautami Sudhir Shirsat,
5, Sarode plaza A,
Pathardi Phata,
Nashik.
Mobile No : 8275507074

Bosch Limited
Plot No. 75, MIDC Estate,
Trimbak Road, Salpur,
Post Bag No. : 64,
Nashik - 422 007,
INDIA
www.boschindia.com
PAN No. : AAACM 9846 P

NaP/HRL

20.08.2018

Graduate (Engineering) Apprenticeship Program 2018-19

Dear Ms. Gautami Sudhir Shirsat,

Please refer to the Written Test and Personal Interview you had with us for the above GA program batch 2018-19.

We are pleased to inform you, that you have been selected for the position of "Graduate Apprentice" under the Graduate Apprenticeship Program in our Company (Location: Nashik Plant). The Training Program starts with effect from 01.09.2018 and shall end on 31.08.2019.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 3 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl.N	Particulars	INR Per annum
1.1	Consolidated Stipend	172,000/-
1.2	Cash perk Basket	227,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	400,000/-

2. Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, other than what are mentioned above.
3. Please note that your engagement as Graduate Apprentice in our organization is subject to the condition of your passing the graduate examination, scoring a minimum of 60% marks in every semester of engineering and producing the Pass Certificates to this effect. In case, you fail to pass the graduate examinations or fail to obtain a minimum of 60% marks in your final semester score, you will be disengaged immediately. You shall submit proof of having passed the relevant examinations with the minimum required pass percentage within 6 months of joining.

Contd....



POORVA POLYMERS

Regd. Office: A-9, Prasad Residency, S.No.43, Somnath
Nagar, Vadgaonsheri. Pune - 411014

Ph.no.: 020-27032739

REF.NO: PPP/APP/17-18/

Date: 1-08-2018

To,
Mr. Somnath Bhandare
Pune

Subject: Letter of Appointment

Dear Somnath,

The Poorva Polymers management is hereby pleased to appoint you in our organization w. e. f. 1st of August 2018 on the following terms & conditions. The appointment is for a probation period of 3 months, and will be confirmed upon issuance of a letter of confirmation post this time period.

1. Designation:

You will be designated as Jr. Sales Executive- SALES AND MARKETING (ALL of Maharashtra)

2. Remuneration:

You will be entitled to the following remuneration per annum, subject to the express condition of fulfillment of service conditions:

Basic & Dearness allowance	Rs. 1,80,000.00 (Rupees One Lac Eighty thousand only) Inclusive of all allowances
House Rent Allowance	
Conveyance	
Medical Allowance	
Performance Bonus Allowance	
Total	Rs. 1,80,000.00 (Rupees One Lac Eighty Thousand only)



POORVA POLYMERS

**Regd. Office: A-9, Prasad Residency, S.No.43, Somnath
Nagar, Vadgaonsheri. Pune - 411014**

Ph.no.: 020-27032739

REF.NO: PPP/APP/17-18/

Date: 1-08-2018

To,
Mr. Vishal Dhole
Pune

Subject: Letter of Appointment

Dear Vishal,

The Poorva Polymers management is hereby pleased to appoint you in our organization w. e. f. **1st of August 2018** on the following terms & conditions. The appointment is for a probation period of 3 months, and will be confirmed upon issuance of a letter of confirmation post this time period.

1. Designation:

You will be designated as Jr. Sales Executive- SALES AND MARKETING (ALL of Maharashtra)

2. Remuneration:

You will be entitled to the following remuneration per annum, subject to the express condition of fulfillment of service conditions:

Basic & Dearness allowance	Rs.1,80,000.00 (Rupees One Lac Eighty thousand only) Inclusive of all allowances
House Rent Allowance	
Conveyance	
Medical Allowance	
Performance Bonus Allowance	
Total	Rs. 1,80,000.00 (Rupees One Lac Eighty Thousand only)

An ISO 9001 / OSHAS 18001 / ISO 14001
Certified Company

DNV-GL

SHILPA STEEL & POWER LTD.

(Formerly known as SHILPA RE-ROLLERS PVT. LTD.)

www.shilpainfra.com | shilpa_ngp@shilpa.com

Corporate Identity Number : U27100MH1988PLC048038

REGD. OFFICE: UNIT-1

Plot No. 1 to 4, Wanjra Layout, Kamptee Road,
Nagpur-440026 | Ph.: 0712 2640060 | 61 | Fax: 0712 2640097

WORKS: UNIT-2

B-209, MIDC, Butibori, District: Nagpur-441108
Ph.: 07104 265544 | 45 | 665200 | Fax: 07104 265652 | 43 | 44289
30

Ref:SSPL/TLT/HR/Appoint/11107

Date: 17.12.2018

To,
Mr. Harish Kadu
Plot No. 18, Ekvira Vidyut Colony,
Nr. Navsari Vidarbha Maha Vidyalaya,
Amravati-444604.

Trainee Appointment Letter

Dear Harish,

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Trainee Engineer in Acid Recover Plant" on the terms & conditions specified below.

You will be on Training for a period of one year which may be extended at the sole discretion of the management.

DATE OF APPOINTMENT

Your appointment will be effective from Date 17.12.2018.

1) REMUNERATION

You will be paid monthly Gross Salary of Rs. 12000/- (Rupees Twelve Thousand Only), the detailed breakup along with other perquisites and benefits shall be applicable as per company policy. Company will deduct direct taxes and other statutory deductions as may be stipulated under law from time to time.

02) SALARY STIPEND

You will be paid stipend of Rs.12000/- per month, during the period of training. On successful completion of training, you would be on probation for six months.

03) TRAINING/PROBATION PERIOD

You will be on Training for a period of one year which may be extended at the sole discretion of the management. After successful completion of training period, you will be placed on probation initially for a period of six months from the date of joining your employment. During the probation period, the Management will assess your work conduct, general aptitude & overall suitability. In case it is considered that you are not suitable, your probation either may be extended for a further period of 06 (six) months or terminated at any time without any notice.

You may be considered for confirmation in the regular services, in writing at the end of your satisfactory completion of the prescribed /extended probationary period. It may, however be noted that till such time you are so advised in writing you shall be deemed to be on probation.

04) OTHER WORK

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You are strictly prohibited during the continuance of your employment with the company from engaging yourself in any occupation or employment in other companies.

05) TRANSFER

During your employment, the company may at any time, in its sole discretion; transfer in such capacity as the company may from time to time determine to any other location, department, establishment, or branch of the company or subsidiary, associate or affiliate of the company.

06) TRAVEL

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the company rules.

07) CONFIDENTIAL INFORMATION

You shall not, either during your employment with the company or even after the separation, divulge any information of the company or its activities or trade secret, which you may come into possession by reason of your employment with the company.

08) PAST RECORD

If any declaration given or furnished by you to the company prove to be false or if you are found to have willfully suppressed any material information, your services are liable to be terminated without any prior notice.

9) NOTICE PERIOD

The contract for training can be terminated without any notice from either side.

Your services can be terminated by either party by giving 30 days prior notice during probation as well as after confirmation or one month basic salary in lieu thereof, without assigning any

reasons. Any other benefits or allowances will not be taken into consideration for payment on either side. The company will give no notice in case an employee is discharged for misconduct or is incapacitated or the company closes down its business.

10) SEPARATION

On acceptance of the separation notice, before you are relieved you will return to the company all correspondence, specifications, formulate, books, documents, market data, literature, drawings, and you shall not make or retain any copies of these items.

You shall also return any other belongings such as laptop, mobile handset, sim card etc. before leaving the company.

You will retire on attaining the age of superannuation, which shall be 60 years unless you are otherwise disqualified due to continued ill health, physical or mental disability. Any extension in the age of superannuation may be permitted at the sole discretion of management only in writing.

11) COMPANY PROPERTIES

During the tenure, you will use the property / machines / tools / instruments etc. of the company with utmost care. You shall be responsible for their safekeeping and return in good condition.

12) MEDICAL FITNESS

Your employment is subject to your being and continues to be medically fit. The company shall have a right to terminate your services at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.

GENERAL

- 1) The terms of this letter and your salary, increment or other remuneration paid are private and confidential and should not be disclosed to any person. Any unauthorized disclosure may subject you to disciplinary action by the company.
- 2) This letter shall be deemed to form the entire agreement between the company and you and may be varied from time to time at the sole discretion of the company.
- 3) The provisions of this letter are severable and if any provision is held to be invalid or unenforceable by any court of competent jurisdiction, such invalidity or enforceability shall not affect the remaining provisions of this letter.
- 4) In the event of any dispute and / or difference arising in connection with this agreement, the matter shall be referred to courts of appropriate jurisdiction only in Nagpur.
- 5) You will not be entitled to any other benefit or privilege during the period of your training.

13) SOLICITING CONTRIBUTIONS

No staff shall directly or indirectly solicit any funds or contributions, whether in the form of cash, advertisements or other from:-

- Any other staff
- Any customer of the company
- Any official or staff of the company's clients
- Any official or staff of the company's suppliers

14) SUSTAINED ABSENCE

If you remain absent without information, for a period of 7 days continuously, for any reason whatsoever, will be assumed to have lost interest in continuing the services with the company. Thus your services shall be automatically terminated.

15) DISCIPLINE

The activities are prohibited within the working premises are assault or fighting, unauthorized use of the company's vehicles and equipments, drinking, consuming drugs & gambling. If you commit a breach of the above terms or found guilty of any misconduct or conduct yourself in any manner calculated to bring the company or its employees into disrepute, your services shall be terminated without any prior notice.

For Shilpa Steel & Power Ltd.


D.G. Chauhan
Manger-(HR & Admin)

I have gone through, understood and accept all the terms & conditions specified in this agreement. I assure you that I will strictly abide by the policies of the company.

Signature : 

Name : Harish Kodu

Date : 17/12/2018

OATIR/18-19
October 09, 2018

OFFER LETTER

Rohan Sali
'6', Ekdant Apartment,
Thakur Lane, Tophhana,
Ahmednagar. 414001

Dear Rohan,

With reference to your candidature and the subsequent discussions we are pleased to offer you the post of "Trainee Executive - Production" for OmniActive in "S1" grade of our Company for a total period of 12 months. Your place of posting would be at Supa.

Upon completion of an overall total period of 12 months as 'Trainee Executive', subject to availability of vacancies, successful completion of training & upon satisfactory performance during the training period, you may be taken on rolls of the Company with such revised terms & conditions as may be applicable and stipulated in the appointment letter that may be issued to you at that time. However Management reserves the unconditional right to terminate your training at any time during the specified period of your training.

Please note that you will have no right or claim for any permanent position in the Company's Pune Plant or in any of the other units of the Company, after completion of your training. Your engagement with the company will automatically cease at the end of the stipulated period of your training.

Your engagement/appointment and continuance on training shall be subject to your initial and intermittent medical fitness (Physical and mental) to be certified by our Company's Doctor whose finding shall be final and binding.

During the period of Training, you will be paid monthly stipend Rs.15,000 /- p.m. You will be covered under Employees' State Insurance Scheme as per applicability. You will not be entitled to any other allowances / benefits other than what are mentioned above.


We request you to join our company on or before 15th October 2018. We look forward to your acceptance of this offer & to a mutually beneficial enduring relationship.

Please sign a copy of this letter and return it as a token of acceptance.

Enclosed:

1. Joining Check list

With Best Wishes,
For OmniActive Health Technologies Ltd.


Jitresh Arand
Head - Human Resources

OmniActive Health Technologies Limited

Regd. Office : T8b, 'A' Wing, Phoenix House, Phoenix Mill Compound, 462, S. B. Marg, Lower Parel (W),
Mumbai - 400 013. • Tel. : +91-22-2497 0003 / 04 • Website : www.omniactives.com
CIN : U24230MH2003PLC141898



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Date: 12th March 2018

To – Mr. Sandip Hanumant Shelar,

Re: Offer Letter for Appointment as Trainee Engineer

We at **Marcuras Water Treatment (India) Pvt. Ltd.** are pleased to inform you that you have been selected for the post of “**Trainee Engineer**”.

You Salary package will be as detailed in the Annexure A.

Your engagement with us will be governed by the Terms & Conditions as detailed in Annexure B.

We are confident that you will prove to be good asset for us and contribute towards progress of the organization. We assure you of our support for your professional development and growth.

Hope the offer is clear and in line with your expectation.

We wish you a long and successful career with us.

Yours Truly,
For **Marcuras Water Treatment (India) Pvt Ltd**

Annexure A - Salary Package

1. Marcuras Water Treatment (India) Pvt. Ltd. offers you total monthly payment of **Rs.16,500.00/-** (sixteen Thousand five Hundred Rupees Only) including TDS.
2. Expenses (travel, food, lodging (outside Pune)) borne by you for company work will be reimbursed against bills, as per the company policy. This does not include daily travel to and from office.
3. Minimum commitment period will be 2 years. If you leave in between, management will have the right to forfeit the salary of three months.
4. Salary will be released in 1st week of every month.

Annexure B - Terms and Conditions

1. You will have to report to office at 9.00AM every day. Sunday will be weekly off.
Office time: 9:00 A.M. to 5:30 P.M.
2. All standard holidays will be granted.
3. Any absences/ leaves deduction will be to the discretion of the directors/management.
4. You may be relocated for short/long term as per requirement of work depending on company priorities.
5. You will not copy/print/share (verbal or in writing)/email any confidential company data while in job or after leaving the job to competitor or otherwise.
6. All the staff amenities like computer, mobile SIM card or any other facilities that are essential for your job post will be provided.
7. You are not allowed to work part time or otherwise during your employment in our company.
8. You will report to Vertical Head– Mr. Ravi Joshi.
9. You will be under probation for a period of 6 months or more - based on your performance during first 6 months.

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TEAMLEASE SKILLS UNIVERSITY
Tarasali, Vadodara Road, Tarsali Bypass
Vadodara-390009, Gujarat, INDIA

Stipend Slip for the month of July 2017

Trainee No : TR00073162
Name : Mahesh Vasant Sable
PAN NO :
Bank Acc No :
Location : Shirwal
LOS : 4
TRAINING DAYS : 27
Health Card No :

DOB : 05 Jan 1991
DOT : 29 Jun 2017
Bank/Pay Mode : Cheque
Designation : Trainee
Department :
DaysInMonth : 31

Earnings	Rs.	Deduction	Rs.
Stipend	10887		
Total Earnings	10887	Total Deduction	0

Net Stipend : 10887

In Words : Rupees Ten Thousand Eight Hundred And Eighty Seven only

Mail your queries to info@teamlease.com with Name & Trainee ID OR Call our
Trainee Contact Center 60000655 (select option 2)
Contact Center Time 8 Am to 8 Pm Monday to Saturday (excluding general
holidays)

Important: Please call/mail us with your latest Mobile number and Email id to avoid
missing out on important communications.

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Cipla

15/10/2018

Mr. Dnyaneshwar Bhagawanrao Suryawanshi

At- Dhanorawadi

Post- Dhanora(BK) Ta- Umri,

Dist- Nanded Maharashtra - 431807

Dear Dnyaneshwar,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a strong legacy and we are all set for a stronger future. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "Caring for Life" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Prabir Kumar Jha
Global Chief People Officer

Cipla Ltd, Regd. Office Cipla House, Peninsula Business Park, Ganpatra Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030

Mr. Aakash Sagalgile
Roll No. : 74297899
Dept.: RC-IN MO RS TD MF-IN SC
Sumati Cottage Bl no. 462/2 Pl no 16 Devendra Nagar
Mahabal Jalgaon - 425002

Name	Divya Nair
Department	Human Resources
Telephone	+91 (253) 3099633
Mobile	
E-mail	Nair.divya@siemens.com
Date	11.12.2018

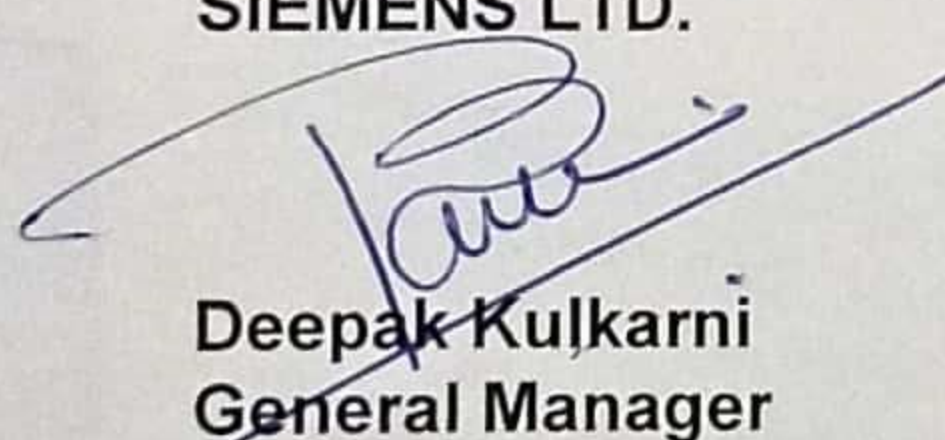
Dear Mr. Sagalgile,


We have pleasure in informing you that you are engaged as an 'Apprentice' under the Apprentices Act of 1961 with effect from 04.12.2018 in our Mobility division at Nashik Works on following terms and conditions:

1. Your training will be for a period of One Year as provided under the Act.
2. You will be paid a fixed stipend of Rs. 15,000/- per month.
3. You will be working in various departments / workplaces from time to time as per the programme drawn up by the management.
4. During the training period, you will be entitled for leave as per provisions of Apprentices Act of 1961.
5. You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You will be required to work in shifts as and when considered necessary by the management.
6. You are entitled to avail subsidized canteen facility.

Kindly return the duplicate copy of this letter duly signed, in token of your acceptance of the terms & conditions stipulated above.

Yours faithfully,
SIEMENS LTD.


Deepak Kulkarni
General Manager


Pravin Kulkarni
Senior Manager – Human Resources

Siemens Ltd.
Management: Sunil Mathur

Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
India
Tel.: +91 (22) 3967 7000

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030; Corporate Identity number: L28920MH1957PLC010839;
Tel.: +91 (22) 3967 7000; Fax: +91 22 3967 7500;
Contact / Email: www.siemens.co.in/contact; Website: www.siemens.co.in.
Sales Offices: Ahmedabad, Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Gurgaon, Hyderabad, Jaipur, Jamshedpur, Kharghar, Kolkata, Lucknow, Kochi, Mumbai, Nagpur, Navi Mumbai, New Delhi, Puducherry, Pune, Vadodara, Visakhapatnam.

Date: 29-08-2018

To,
Mr. Rushabh Nitin Jajal,
Empcode -1344389

17-18

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Logistic Officer, for a fixed period of employment, on the following terms and conditions:

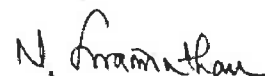
1. Your contract of employment shall be valid for a period of 4 months 3 days from 29-08-2018 to 31-12-2018. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the client's business.
4. Details of your salary break up with components is as per the Annexure 1.
5. You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your basic salary.
6. You will be covered under a Group Accident Insurance Scheme to the extent of and medical insurance upto , per annum. This policy will come into effect after 30 days of employee joining the company.
7. You will be eligible for leave as per the client's company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Volkswagen India Private Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



N Swaminathan Iyer
Vice President - SSC

Acceptance:

I Rushabh Nitin Jajal have read and hereby accept the above mentioned terms and conditions

Signature :

Date :

Schedule A

Assignment Details of Rushabh Nitin Jajal

Name	Rushabh Nitin Jajal
Client Name	Volkswagen India Private Limited
Place of Deputed	CHAKAN
Designation	Logistic Officer
Start date of Assignment	29-08-2018
End date of Assignment	31-12-2018

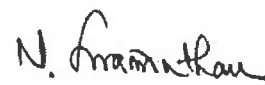
Salary Break - Up Details

Component	Monthly	Yearly
Basic	11,500.00	138,000.00
House Rent Allowance	4,600.00	55,200.00
Statutory Bonus	958.00	11,496.00
Other Allowance	1,542.00	18,504.00
Telephone Reimbursement	2,000.00	24,000.00
Vehicle Reimbursement	2,400.00	28,800.00
Gross Salary	23,000.00	276,000.00
Employer's Contribution to EPF	1,380.00	16,560.00
Insurance	75.00	900.00
CTC (Cost to the company)	24,455.00	293,460.00
Employee's Contribution to EPF	1,380.00	16,560.00
Net-Take Home	21,620.00	259,440.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.
 * Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By


N Swaminathan
 Iyer
 Jajal
 Vice President - SSC


Rushabh Nitin

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work

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APPOINTMENT LETTER

October 26, 2018

Ms. Arundhati Mohan Kumari
Sapat Bhawan, New Rampur,
Near Ambedkar Hostel
Patna-800006

Dear **Arundhati Mohan Kumari**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- The retirement age is 58 years.
- You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment will not be further processed and will be treated as withdrawn in the event:
 - i. You fail to clear any remaining backlog examinations, and/or
 - ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
 - iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
 - v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training / Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Aquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/__

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c) Unauthorized disclosure or communication of UPSI.
- d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I _____, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/__

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Arundhati Mohan Kumari

Position : Project Engineer

Career Group: TRB - II

- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	22,887
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	24,733
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	26,667
Total Cost to Company per annum	3,20,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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- b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category - 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	27500	330000
Performance Category - 2	26667	320000

- a. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:

- Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/__

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/__

Signature:.....

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ANNEXURE - V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/ Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/ benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

*Rs. 240 - Contribution in case of single individual

*Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Registered Office:

Wipro Limited	T : +91 (80) 2844 0011
Doddakannelli	F : +91 (80) 2844 0054
Sarjapur Road	E : info@wipro.com
Bengaluru 560 035	W : wipro.com
India	C : L32102KA1945PLC020800



INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a campus to corporate behavioral training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants to be deputed in projects.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

This module is conducted either in a structured classroom environment or as on-the-job learning based on the business requirement.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



STAFFING SOLUTIONS
PRIVATE LIMITED
Tomorrow's People Solutions Today

297

Date: 20th September 2018

To,
Ms. Nikita Bajirao Ghorpade
A/P Kushire tarph, Thane,
Tal- Panhala, Dist- Kolhapur, Pin - 416229
Contact: +91 - 7057375016/ 8208737257

Sub: OFFER LETTER

Dear Ms. Nikita,

We are pleased to offer you the position of "Network Engineer" on deputation with our client Tata Communications Ltd, for a fixed period of employment. This assignment is purely a contractual assignment from 21st September 2018 to 20th September 2019.

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on furnishing the details mentioned below:

- CV and 2 passport size photographs
- Proof of age
- E Aadhaar
- Certificate of Educational Qualifications
- Experience Certificates from previous employer
- Release from previous employer
- A copy of your present salary slip and 2 references with telephone and e-mail contact

Kindly note this offer is subject to your furnishing the above mentioned supporting documents and affirmative reference check response. In case you fail to do so or if we find any of the documents submitted are false then this offer will become invalid and stands withdrawn.

This offer is open up to ten days from the date of issue and will stand withdrawn thereafter automatically.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

For Lobo Staffing Solutions Pvt. Ltd.

Authorized Signatory

Regd. Office : 212, 2nd Floor, Prabhadevi Estate, Veer Savarkar Marg, Prabhadevi, Mumbai - 400 025.
Tel: +91-22-6629 7800 / 81, Fax: +91-22-2436 4352 • www.lobostaffing.com • CIN : U74140MH1996PTC102649
OUR PRESENCE : • MUMBAI • BANGALORE • VADODARA • CHENNAI • KOLKATA • NEW DELHI • PUNE • SECUNDERABAD



Annexure I

Name : Ms. Nikita Bajirao Ghorpade
Designation : Network Engineer
Department : RESQM
Location : Pune
Start Date : 21st September 2018

**OFFER CONFIRMATION - INFRASOFT TECHNOLOGIES LIMITED**

3 messages

Rachana Bhat <rachana.bhat@infrasofttech.com>
To: Pratik Belgaokar <pratikbelgaokar@gmail.com>
Cc: Akansha Gupta <akansha.gupta@infrasofttech.com>

Tue, 6 Apr, 2021 at 22:13

Dear Pratik,

Congratulations!!!

It's our pleasure to welcome you into the Infrasoft Tech family. You have been very carefully chosen from the rest as we believe that your career objectives are aligned with our corporate goals.

We are sure that you will enjoy the vibrant, intellectually rich, and culturally diverse & development oriented work atmosphere that we have on offer over here.

Please submit the softcopy of the List of Documents on the day of joining. Also kindly acknowledge this email and as per process share your resignation email within 24 hours.

Date of Joining:- 5th July, 2021

Designation:- Associate Consultant

Time: 9.30 am

Work Location : Mumbai

FYR:-**List of documents required :**

1. Original and Photocopy of Educational certificates & Mark sheets for 10th, 12th and all the semesters of the Graduation and Post-Graduation courses/any technical or professional courses undertaken / any training programs undertaken & completed.
2. Original & Photocopy of Acknowledged Resignation Letter / Release letter / Experience Certificate from the immediate previous employer.
3. Authenticated Provisional Form 16 of current Financial year or detailed salary certificate from immediate previous employer.
4. Pay slips for the last 3 months from immediate previous employer.
5. Original & Photocopy of Experience letters from all previous employers.
6. Original and Photocopy of PAN card & Aadhaar Card/Aadhaar Enrollment card, Passport Copy.
7. Seven recent formal passport sized photograph with red background.
8. Your Provident Fund Account No. / TDS certificate, if applicable in your previous employment.
9. Original and Photocopy of Passport is must.
10. Cancelled Cheque.
11. Medical Certificate of Fitness.

12. Letter from University for Medium of Instruction (Letter from the university).

Thanks and Regards,

Rachana Bhat

HR – Talent Acquisition
Infrasoft Technologies Limited
Tel No: +91 22 6101 2234
Mob No: +91 81691 06175
www.infrasofttech.com



Disclaimer:

InfrasoftTech is a Fintech company specialising in Digital Solutions for the Banking & Financial Services sector. We are a SEI CMMI Level 5 v2.0, ISO 9001:2015 & ISO 27001:2013 certified company. This e-mail message, including any attachments, is for the sole use of the person to whom it has been sent, and may contain information that is confidential or legally protected. If you are not the intended recipient or have received this message in error, you are not authorised to copy, distribute, or otherwise use this message or its attachments. Please notify the sender immediately by returning the e-mail and permanently delete this message and any attachments. InfrasoftTech cannot be held responsible in any manner for any misuse of this correspondence.

From: Pratik Belgaokar [mailto:pratikbelgaokar@gmail.com]
Sent: 06 April 2021 08:16 PM
To: Rachana Bhat
Cc: Akansha Gupta
Subject: Re: OFFER CTC ANNEXURE - INFRAsoft TECHNOLOGIES LIMITED

Dear Mam,

Thank you for your offer of Associate consultant at Infrasoft Tech. I am delighted to formally accept the offer, and I am very much looking forward to joining the team.



OFFER LETTER

CONFIDENTIAL

04/01/2021

Akash Liladhar Kamble

Dear Akash,

Congratulations!

With reference to our discussion in respect of your interest in our organization & subsequent interview (s) with us, we are pleased to offer you employment in the position of **Trainee Programmer** at **Grade T (T)** working in our organization.

You are requested to join us on or before 04/05/2021 .

The general terms & conditions governing your employment, compensation, and other benefits that you would be entitled to are stated in the enclosure to this letter.

We look forward to have you with our team by the date mentioned above. We are sure that you'll have a bright career with our company.

Please let us know in case of any further questions.

For YASH Technologies Pvt Ltd

302
INTORQ

Name - Gourang Chourasia

Designation - MRP Controller



Emp. No. - IQ031

Blood Group - A+ve

Emergency No. - 9730623202

INTORQ India Private Limited

Address - Plot No E-2/7,

Chakan Industrial Area, Phase 3,

Kharabwadi, Taluka -Khed,Pune, 410501

301





02-JAN-2020

Letter Of Appointment

Mr. Sandesh Shelke
TCS - Pune

Dear Mr. Sandesh,

Further to your acceptance of our offer letter vide TCSL/DT20184259889/- Pune dated 18-Oct-2019 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 02-JAN-2020 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1817830.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



08 March 2019

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Rohit Kalal

Address: E-104, Bramha skycity, kalwad, near airport, pune, 411015

This letter is to confirm that **Rohit Kalal** is currently employed at Amazon Development Centre (India) Private Limited.

Rohit Kalal is employed as a **CS Associate(IP)** and commenced employment with Amazon on **20 August 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink, appearing to read "A Basu".

Arijit Basu

Sr. Manager, HR Operations – HR Services

INTORQ

Name - Gourang Chourasia

Designation - MRP Controller



Emp. No. - IQ031

Blood Group - A+ve

Emergency No. - 9730623202

INTORQ India Private Limited

Address - Plot No E-2/7,

Chakan Industrial Area, Phase 3,

Kharabwadi, Taluka -Khed,Pune, 410501



VARADA
INSTRUMENTS

Products • Services • Solutions



Employee Code : VI_EID026

Rohini Kharmale

Blood Grp : B+ve



VEDANT INFOTECH

2nd Floor, Nirmla Heights, S.No 10/11/1B
Near Destination Centre, Nanded City Circle, Nandedgaon,
Sinhgad Road, Pune 411041 Tel : 90280 96133 9545556133
vedantinfotech.sales@gmail.com, varadainstruments@gmail.com
Website : www.varadainstruments.com



02-JAN-2020

Letter Of Appointment

Mr. Sandesh Shelke
TCS - Pune

Dear Mr. Sandesh,

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Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1817830.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



08 March 2019

PRIVATE & CONFIDENTIAL

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Re: Rohit Kalal

Address: E-104, Bramha skycity, kalwad, near airport, pune, 411015

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The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "A Basu". The signature is written in a cursive, flowing style.

Arijit Basu
Sr. Manager, HR Operations – HR Services

Private & Confidential

Date : 21/05/2021VINAYAK CHANDRAKANT MANEDYANDEEP BUILDING, PASAYDAN COLONY, VILLAGE - DIGHIMAHARASHTRA -411015**APPOINTMENT LETTER**Dear VINAYAK CHANDRAKANT MANE,

Subsequent to the meetings between Convergys India Services Private Limited (hereinafter, 'Convergys'/'Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Technical Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 25/05/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 24/05/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at mayank.verma11@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.2

Convergys India Services Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place

New Delhi- 110001, India

91 11 68137751

CIN: U74899DL2001PTC109274

info@concentrix.com • www.concentrix.com

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, In the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated;
or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.2

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

2.16 The Company can upload any software including but not limited to 'CX Secure' to ensure the safety, confidentiality, monitoring the performances and privacy of the Company data and confidential information related to Company, its employees, and/or clients.

Signature of Candidate
NCNX/REC/ART/AGHR/AFTE/1.2



2.17 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.18 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

8. Your continuance in employment is subject to your maintaining clean criminal and financial records.

9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.

12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.2



It is highly recommended that before you begin your journey with Convergys, please visit the website www.concentrix.com. The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Convergys, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS Convergys India Services Private Limited 1
Date: 2021.05.21 19:36:28 +05:30
Reason: Concentrix Hiring
Location: Pune

Authorized Signatory (Please Sign above)

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 25/05/2021.

Candidate Name : VINAYAK CHANDRAKANT MANE

Candidate's Signature : _____

Date : _____



MANIKGARH CEMENT UNIT - II

(A Division of Century Textiles & Industries Ltd.)

AN ISO 9001 & ISO 14001 COMPANY

P.O. : Gadchandur-442 006, Tehsil : Korpana, District : Chandrapur (M.S.) India

Telephone (01-08) : 07173-240840, 240850, 240860, 240870

Fax : 07173-240857/240868

E-mail : mg.mgmt@centurytextiles.com / mg.hr@centurytextiles.com

CIN : L19138MH1827PLC005163



Ref : PAA/2018/

Date : 25/09/2018

To
Mr Tejas J Nalshinge
Malviya Ward,
Near Railway Station,
PO - Warora
Dist - CHANDRAPUR (MS)
PIN - 442 907

Sub : Offer of Appointment as an Apprentice Trainee

Dear Mr Tejas,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of **GRADUATE APPRENTICE TRAINEE (CHEMICAL)** under the Apprenticeship Act.

You will be purely under the Apprenticeship Training for a period of **One Year** from the date of your reporting/joining for training under the Apprenticeship Act.

During the Apprenticeship Training period, you will be paid a consolidated amount of Rs. 8,000/- (Rupees Eight Thousand only) per month.

Your appointment is subject to your being found medically fit by our Medical Officer.

You are required to join for Apprenticeship Training at our Manikgarh Cement Unit-II, PO - Gadchandur, Tehsil - Korpana, District Chandrapur (MS), on 1st October 2018 and report to the undersigned, failing which this offer shall stand automatically withdrawn/cancelled.

Thanking you,

Yours faithfully

For MANIKGARH CEMENT UNIT-II
(A Div. of Century Textiles & Industries Ltd.)

(
DEVENDRA SINGH
VICE PRESIDENT - HR

MS/ISO/Approved, Addn. No. 14/18/1

NATURE IS GOD'S GIFT TO US

LET US PRESERVE & ENJOY IT. DON'T POLLUTE & DESTROY IT

Mumbai Office : Industry House, 4th Floor, 159 Churchgate Road, Mumbai - 400 020

Phone : 022-22871811/12/13 • Fax : 022-22024914 • Gram : CENTURY • E-mail : mg.mgmt@centurytextiles.com / mg.hr@centurytextiles.com

Regd. Office : Century Textiles & Industries Ltd., Century Bhavan, Dr. Ambedkar Road, Warora, Chandrapur (MS)

Phone : +01-22-24957000 • FAX : 022-24361980/24309491 • E-mail : mg.mgmt@centurytextiles.com / mg.hr@centurytextiles.com



हमारे पास आपके लिए एक नया अवसर है।
(भारत सरकार उपक्रम) पंजीकृत कार्यालय - 17, जमशेदजी टाटा रोड, मुंबई - 400 020

HINDUSTAN PETROLEUM CORPORATION LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE) REGISTERED OFFICE - 17, JAMSHEDJI TATA ROAD, MUMBAI - 400 020

एच पी ग्रीन अनुसंधान व विकास केंद्र, केआईएडबी इंडस्ट्रियल एरिया, तरबनाहल्लि, देवनगुंडि, होसकोटे, बेंगलूरु - 560 067
HP Green R & D Centre, KIADB Industrial Area, Tarabanahalli, Devanagundi, Hoskote, Bengaluru - 560 067
दूरभाष Phone : 080 - 2807 8535 फेक्स Fax : 080 - 28078510 सी.आई.एन. / C.I.N. : L23201MH1952GOI008858

Ref: R&D/HR/FTPA

Bengaluru
27.06.2018

Mr. RAJESH GANESH SASANE
KANHAIYANAGAR, AMEDKAR STATUE,
JALNA- 431203, MAHARASHTRA.

Dear Mr. Rajesh Ganesh Sasane,

Sub: Fixed Term Project Associate.

With reference to your application for the Post of Fixed Term Project Associate and the subsequent interview with us, we are pleased to offer you the assignment as Fixed Term Project Associate, in our organization for a period of one year, further extendable by one year at a time, subject to project requirement and satisfactory performance for a **maximum of 3 years** beginning from the date of your engagement on the following terms and conditions:

1. You are required to join on 28th June, 2018, and report to Executive Director- HP Green R&D Center, Bangalore.
2. Your engagement is purely on Fixed Term basis and shall automatically cease on completion of specified period without any notice unless otherwise extended in writing.
3. The Management reserves its right to transfer or depute you for work to any of its units and establishments existing or to be set up in future or from one unit/establishment to another at any time during your tenure of engagement.
4. You will be required to assist in specific research Project(s) which would be assigned to you, under the supervision of a Senior Research Scientist.

(307)

KIRLOSKAR EBARA PUMPS LIMITED

Corporate office:

"YAMUNA" Survey No. 98 / (3-7),
Baner, Pune 411 045, Maharashtra, India
Phone : +91-020 - 67214444



Enriching Lives



NAME

: Nitin Barage

PERSONNEL NO.: 31487

BLOOD GROUP : A+ve

(307)

A handwritten signature in dark ink, appearing to read "Nitin Barage", with a horizontal line underneath.

Authorised Signatory

Biz Secure Labs Pvt. Ltd.

103, Shri Sai Ganesh Complex,

Karve Nagar, Pune - 411052

Tel: 020-67440818 email: support@indiaantivirus.com



BSLPL/HR/Pranjal/2018/0904
Date: 27th September 2018

OFFER / APPOINTMENT LETTER

To,

Mr. Amol Ramesh Bhawe

Local Address: Flat No 17, Priyal Residency, Cosmos Bank Lane, Ambegao Bk, Katraj, Pune-411046

Permanent Address: S/o Ramesh Bhawe, Near Pan Atai, Khidakipura, Anjangaon surji, Amravati - 444705

Contact: 9922142950, 8805677454

Email: amolbhawe451@gmail.com

DOB: 9th January 1996

Congratulations!

With reference to your application and subsequent discussion with us, we are pleased to appoint you for the post Trainee Research Engineer on contract basis in our Company w.e.f. 7th July 2018.

You will have to submit all documents to HR Department i.e. a photograph, Academic certificates, Address proof (both local & permanent address), previous work experience certificates, last salary proof to HR Department. Kindly furnish with true and correct information. All our company rules will be applicable to you at work.

Please acknowledge by signing the duplicate of this offer and Service Agreement letter to make your acceptance of the offer.

Welcome to Biz Secure Labs family. We look forward to your long, fruitful association with our organization. We wish you all the very best.

With Regards,

Authorized Signatory 27/9/2018

Your Reporting Manager will be : Mr. Santosh Shingare

Authorized Signatory

28/09/18
Read, Understood, Accepted By:

Amol Ramesh Bhawe
Full Name & Sign:

CTC Breakup (Annexure A)

DOJ: 07-July-2

Name: Mr. Amol Ramesh Bhawe

Designation: Trainee Research Engineer

Department: Research & Development

Particulars					Monthly (INR)	Yearly (INR)
Basic					9,740	116,880
House Rent Allowance					3,896	46,752
Conveyance Allowance					1,600	19,200
Medical Allowance					1,250	15,000
Advance Statutory Bonus					811	9,732
Other Allowance					2,183	26,196
Monthly Project Performance Incentive as per Grade (on Performance Rating pro rata)					1000	12,000
A. Gross Salary					19,480	233,760
Deductions						
Professional Tax					200	2,400
PF Contribution (12%)					1,169	14,028
ESIC Contribution (1.75%)					341	4,092
B. Total Deductions					1,710	20,520
Company Contribution						
Provident Fund					1,326	15,912
ESIC Contribution (4.75%)					925	11,100
Gratuity					468	5,616
C. Total Contribution					2,718	32,628
Directors Quarterly Variable Incentive						
	A+	A	B	C	D	
	2000	2000	2000	1000	0	
						2,000
						24,000
D. Directors Quarterly Variable Incentive : Paid at the End of each Quarter based on work performance						
Yearly Bonus						
E. Yearly Bonus(18 Months completion Bonus)					2,000	24,000
F. Medical Insurance					500	6,000
A-B	Net Salary Monthly (TDS Income Tax Applicable as per Investments)(A-B)				17,770	
	Net Monthly Deposit in EPF Account				2,338	
	Total Earnings				20,108	

Annual Cost to Company(Package)

320,381

Preetikale

27/9/2018

Amol 28/09/18

Amol Ramesh Bhawe



SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal -
Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 14th June 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Shreepad B Shinde,
Syntellect ID: SBE1815000

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

SYNTEL

> Consider IT Done

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,



Adarsh Krishna
Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature

Encl: Annexure

SYNTEL
> Consider IT Done*

ANNEXURE A

SALARY DISTRIBUTION

Name : Shreepad B Shinde			
Designation : Associate Consultant			
Band : AC1			
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		2,830	33,960
City Allowance (EE)		903	10,840
Bonus (F)		2,000	24,000
Co.'s Contribution to PF (G)		1,800	21,600
Transport Allowances		1,600	19,200
Medical Allowances		1,250	15,000
Sub-Total - I (H)	100%	25,433	305,200
Reimbursements and Other Benefits			
Leave Travel Assistance		400	4,800
		400	4,800
Sub-Total - II			
Total Compensation (I + II)		25,833	310,000



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SYNTEL PRIVATE LIMITED

SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal - Haveli,
Pune - 411 062, India.
Tel: 91 020 40701000
Fax: 91 020 40781100
www.syntelinc.com

September 17th, 2018
Nishant Kanhayya Agarwal

At Post Rajgurunagar, Above Agarwal Dairy, Neharu Chowk
Pune - 410505

Subject: Employment Letter

Dear Nishant Kanhayya Agarwal,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (AC AC1)**. Your total emoluments are **Rs. 310000/-** per annum, and are as described in Annexure A.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. This offer of employment is subject to your having passed all the examinations of the final degree at the time of joining, securing a minimum of 60% from X to highest qualification.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter. Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate the employment agreement by providing a notice period of three months, or payment of basic pay in lieu of such notice, to the other party.

Your retention in the Company's employment will be subject to your continued medical fitness. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company will conduct reference checks/ background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. This offer is subject to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all Syntel policies and procedures as well as the terms and conditions annexed hereto. Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resources ("HR") representative of Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing by an authorized HR representative of Syntel Pvt. Ltd.

You are requested to report for duties in our **Pune** office, on or before **September 17th, 2018** at 10.00 am.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PVT LTD,

Sujay Puthran
Global Head- Human Resources

Encl: Acceptance Copy
Annexure A
Terms and Conditions & Checklist

Salary Distribution Annexure

Name : Nishant Kanhayya Agarwal
Designation : Associate Consultant
Band-Grade : AC AC1

	<i>Rs Per Month</i>	<i>Rs Per Annum</i>
Pay and Allowance		
Basic Pay	9033	108400
House Rent Allowance	4517	54200
Special Allowance	2830	33960
Meal Allowance	1500	18000
City Allowance	903	10840
Bonus	2000	24000
Co.'s Contribution to Provident Fund	1800	21600
Transport Expenses	1600	19200
Medical Reimbursement Expenses	1250	15000
Reimbursements and Other Benefits		
Leave Travel Assistance		4800
Total Fixed Compensation		305200
Annual Cost to Company (CTC)		310000

Notes:

- Details of Reimbursement would be outlined in the Employee Handbook.
- All Payments are subject to appropriate taxation.
- The salary structure is liable for modification from time to time.
- Company's Contribution to the Provident Fund is Rs.1800/- per month.

For SYNTEL PVT LTD,



Sujay Puthran
Global Head- Human Resources



APPOINTMENT LETTER

EMPID/270047

Dear Murlidhar

We at Infiverve Technologies Pvt. Ltd. ("Infiverve") are endeavouring to create a workplace that is characterized by achievements and success and we expect that you would play an active role in fostering the same. We need employees proactive in every situation taking responsibility both for themselves and for the Company. It also places a demand upon the employees to be active, innovative with the ability to create, gather and use knowledge.


With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Product Developer**. This is your internal title, which would be used for all internal Infiverve communication.

The terms and conditions of your employment are as follows:

1. You will join the services of the Company on January 2, 2019.
2. Your annual fixed compensation has been worked out as INR 3.00 Lacs (Three Lacs Indian Rupees) per annum.
3. Your initial place of posting will be at 503, Supreme Headquarters, Yash Orchid Private Road, Mohan Nagar Co-Op Society, Baner, Pune, Maharashtra 411045, India
4. During the probation period of 6 months you will be entitled to avail casual leave/sick leave /weekly holiday and other holiday designated by company management /as per company policy.
5. You will always act in good faith and or the benefit and in the interest of Infiverve and abide by all the rules and regulations of Infiverve in force from time to time and handle equipment and property of Infiverve diligently and carefully.
6. You will NOT disclose the remuneration received by you to any other employee of Infiverve except and to the extent required by your manager and/or the Human Resources Department of Infiverve.
7. All the information, whether or not in writing, of a private, secret or confidential nature concerning the Infiverve's business, business relationships, research and development, or financial affairs, shall always remain the exclusive property of Infiverve and all files, letters, memoranda, reports, records, data, sketches, drawings, program listings or other written, photographic or tangible material containing such information which shall come into your custody or possession during the course of your employment, shall be exclusively property of Infiverve, to be used by you only in the performance of your duties.
8. You shall observe utmost confidentiality and secrecy of any and all information received by you, entrusted to you or developed by you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit. Additionally, you shall not introduce Infiverve the confidential information of others, including previous employers.
9. You will not reproduce, store in a retrieval system or transmit in any form or by any means including but not limited to electronic, mechanical, photocopying, recording, scanning or otherwise any copyrighted or otherwise confidential material which is the property of Infiverve, for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.



10. All the proprietary rights, title and interest in any and all the intellectual properties such as ideas, inventions or works which are conceived, developed or prepared by you within the scope of your employment including but not limited to patent, copyright, trade secrets and other related rights, shall be vested in Infiverve. In any event, at the request of Infiverve, you agree to automatically assign to Infiverve all intellectual and proprietary rights in the works of the full term or terms of protection available throughout the world and to comply with all the instructions of Infiverve regarding the transfer or assignments of all such rights to Infiverve, including the execution of necessary documents to perfect and evidence such transfer. You agree to disclose to Infiverve all ideas, Innovations or works that you discover or develop in the course of your employment with Infiverve.
11. In the period of your employment with the company, you will not accept or continue in any other job, consulting work, directorship, self-employment or employment with a person or entity and shall not associate yourself in any manner with any other company or organization without the prior written consent of the Company.
12. The company reserves the right to take disciplinary action against you, if any information provided or representation made by you in your application letter to the company or during the course of or prior to your employment is found to be false, misleading or untrue or if certain facts come to the company's notice which have been concealed or suppresses by you.
13. You hereby accept that you shall serve with us for a period of minimum 1 year from the date of joining. In case you wish to terminate employment agreement before the said tenure of 1 year, you will pay an amount of INR 1,00,000/- as a compensation for the cost incurred on your training at our company during training period along with 2 months' notice.
14. Termination of Services: Either party, by giving a formal notice can terminate this appointment based on the notice period of 2 months (NO BUYOUT).
 - a) You will not be eligible for any paid time-off (PTO) during the time that you are serving notice period with Infiverve.
 - b) In case of termination of the employment and this appointment letter, Infiverve can relieve you from the employment responsibilities, at its discretion without assigning any reason, relieve you from such date as it may deem fit even before the expiry of the notice period. In such an event no compensation shall be payable by Infiverve for the unexpired period of notice.
 - c) Upon termination of your employment, you will immediately surrender to Infiverve, all intellectual property stored in the form of hard, soft or in any other form and any other knowledge data bases or compilations of Infiverve confidential or proprietary information in any form entrusted to you in the course of your employment. You will also surrender any physical property that belongs to Infiverve and is in your possession.
 - d) Upon termination of your employment, any amount owed by you shall, at Infiverve's discretion, be deducted from any monies payable by Infiverve to you, including any salary, wages, bonuses, vacation pay, severance, commission, variable pay or expense pay payable to you. Any excess of such amounts owing to Infiverve shall be repaid by you within thirty (30) days from your disassociation with Infiverve. Infiverve reserves the right to recover from you any and all costs and attorney's fees which are incurred by Infiverve for recovery of such amounts.
 - e) During the course of employment with Infiverve you would not engage in any other employment /consultancy services of any kind without explicit and stated approval from the Infiverve management.

DocuSigned by:

 F6D965DFB0BA4E8...
 Employee to initial



prohibited from being impaired by alcohol or illegal or illicit substances while at work or on Infiverve business. This prohibition includes prescribed or over-the-counter drugs not being used as intended and authorized.

17. Company Assets and Resources

- a) **Use of Company Assets and Systems:** The assets of Infiverve are to be used for the benefit of the Company. Employees should protect Infiverve assets and take every precaution to ensure these are used for legitimate business purposes. Employees must preserve these assets and use them wisely. The use of Company time, equipment, supplies, facilities and systems for personal use, or taking Company-owned equipment off Company premises for personal use is permitted only when approved in advance by appropriate management. Infiverve reserves the right to monitor these systems, subject to applicable law, and there should be no expectation of privacy when using company systems. Infiverve employees must follow Infiverve guidelines for protecting Infiverve systems including following password guidelines and incorporating Infiverve approved virus protection.
- b) **Theft and Fraud:** Honesty and integrity form the basis of the Infiverve firm stance against theft and fraud. When employees commit theft or fraud against the Company, everyone with a vested interest in Infiverve is affected. Infiverve does not tolerate theft or fraud of any kind and investigates and prosecutes offenders. Fraud is defined as an act or acts of deception that could result in gain, profit or advantage to an employee, or harm or loss to another person or entity. All employees are required to report suspected theft or fraudulent acts within Infiverve.
- c) **Copyrights, Patents and Trademarks:** Employees are expected to protect intellectual property and are prohibited from making unauthorized copies or use of other people's or company's written documents or computer software, whether copyrighted or not. Infiverve owns all inventions, discoveries, ideas and trade secrets created by employees on the job or produced using company assets.
- d) **Political Contributions and Activities:** Although employees are encouraged to be socially responsible and politically active, employees may not contribute funds, assets or services for or on behalf of Infiverve to any political candidates, party, charity or similar organizations, unless such contribution is expressly permitted by law and authorized by Infiverve.

18. Confidential Information: Confidential information is a valuable asset and the protection of confidential information is crucial to the success of Infiverve. Aspects of our business are built on information: our products, our plans and strategies for customers and their needs. These information assets include, but are not limited to:

- Source code and other proprietary attributes of our software
- Future business ideas and concepts
- Features of unreleased products, schedules and launch strategies
- Customer product passwords and licensing keys
- Network and systems access passwords
- Pre-released financial data not yet available to the public
- Information relating to pending acquisitions and joint ventures
- Production, marketing and sales forecasts
- Pricing and sales strategies
- Customers' names and their product needs
- Employment data, personnel files, wage and salary data or employee medical records
- Organizational charts and organizational changes
- Operational strategies, Security procedures



- f) Both during your employment and for twelve (12) months after your employment with Infiverve ceases, you will not directly or indirectly solicit any of Infiverve's employees or key employees of any of Infiverve's customers for employment with a person or entity involved in marketing products or services competitive with Infiverve. Key employees include without limitation supervisory personnel, executives, personnel in charge of any department, section or subdivision and project managers (or directors) and senior personnel on any individual project or projects.

15. Code of Conduct: Everyone at Infiverve, without regard to grade level, position or geographic location within the organization, is expected to act with integrity. Conducting ourselves in accordance with the Infiverve Guiding Principles relating to integrity, trust, communication and respect is essential. This means that all employees must:

- a) Exercise ethical behaviour every day
- b) Familiarize themselves and comply with relevant laws and regulations and seek Legal counsel if there is any uncertainty
- c) Adhere to all Infiverve policies
- d) Be respectful of others, including fellow employees
- e) Be accountable and responsible for their words and actions

16. The Work Environment:

- a) Diversity and Equal Opportunity: Infiverve values the diversity of its workforce. The Infiverve approach to diversity is defined by inclusiveness, respect and fostering a culture that allows each individual to contribute to his or her fullest potential. It is vital that all Infiverve employees treat each other with respect. Infiverve does not tolerate any form of harassment, discrimination or retaliation.
- b) Employee Privacy: Infiverve respects the privacy and dignity of every employee. Infiverve collects and retains employee personal information that is required for effective operation of the company or that is required by law. The company uses procedures that protect and limit access to employee personal information and complies with all applicable laws that govern employee privacy. No employee should access or otherwise use employee records or information unless authorized to do so for legitimate business needs in accordance with local laws.
- c) Environmental Responsibility: Infiverve has a responsibility to treat with care and respect the environment in which we work and the people on whom we depend. Because the health and safety of our customers, our fellow employees and the communities in which we operate is important to us, Infiverve considers environmental issues and concerns an integral part of our business decisions and transactions. Accordingly, we comply with all applicable environmental laws and regulations in the countries where we do business.
- d) Threats and Violence: The safety of Infiverve employees is paramount and therefore employees are prohibited from engaging in violence or other deliberate acts intended to harm another person or their property. Similarly, Infiverve employees must not make threatening or menacing comments, or behave in such a way that it may threaten the personal safety or property of another person. Violence or threats of violence should be reported immediately. Where legally enforceable, Infiverve prohibits on Infiverve premises or property leased or owned by Infiverve the possession, concealment, use or transfer of any firearm or other weapon, including knives, clubs, explosives or other devices that are primarily used to inflict injury.
- e) Substance Abuse: Our goal is a workplace free from substance abuse, including illegal or illicit use of drugs and abuse of alcohol. Infiverve employees may not use, possess, manufacture, distribute, dispense, transport, promote or sell illegal drugs, drug paraphernalia, or otherwise legal but illicitly used substances while on Infiverve business or premises. Infiverve employees are



- Any other information that has value, provides competitive advantage and is not generally available to the public

Confidential information can be presented or stored in many forms including, but not limited to: documents on paper, information passed on by voice, information on hard drives and other electronic storage media, charts and graphic presentations, audio and video tapes, and e-mail. In any form, the confidential information must be protected.

Infiverve confidential business information is entrusted to our employees and partners to enable them to do their jobs successfully. This confidential information belongs to Infiverve and is to be used solely for company purposes. Keeping our proprietary business information and trade secrets confidential is essential for our success and growth.

Infiverve looks forward to your co-operation and contribution towards the progress of the Company.

As a token of your acceptance of the above-mentioned terms and conditions, please sign the duplicate of this letter by initialling each page and return it to us.

Thanking you.

DocuSigned by:

Ankur Gattkar

88F8753894EB439...

1/2/2019

Yours Sincerely
For Infiverve Technologies Private Limited

Director
Infiverve Technologies

I accept the above terms and conditions and return herewith the duplicate copy in token of my acceptance of the same.

DocuSigned by:

Murtidhar

F8D965DFB0BA4E8...

Employee Signature:

Date: 1/2/2019

DocuSigned by:

Murtidhar

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Employee to initial

Comp-2018