



Date: July 04, 2018

Selection Letter

Dear Avritha Sharma

Congratulations! We are pleased to confirm your selection with 159 Technology Solutions Pvt Ltd for the 'Analytics Associate' position at our Pune office.

Your annual CTC will be INR 6,30,340. The breakdown of the CTC will be available in the detailed offer letter, which will be shared in the month of February 2019.

Your start date with us will be finalized based on completion of your course and will be shared with your Placement team.

We are confident you will be able to make a significant contribution to the success of our company while developing an excellent career for yourself and we will look forward to working with you. If you have any questions, please do not hesitate to contact us.

For,

159 Technology Solutions Private Limited,

Sincerely,

Yogesh Madaan

Principal





7-May-19

Dear Rahul Dhomane,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an **offer of employment** for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be Analyst. You will be based in Pune. Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature.

At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION: 5,53,400

PROVIDENT FUND: 21,600

FIXED COST TO COMPANY: 5,75,000

Annual Incentive Pay Target*: 55,340

* The Company operates a variable performance incentive plan, the entitlement to which is linked to achievement of both individual and Company's performance targets. Entitlement and the amount payable under the plan shall be governed by the Company's performance incentive plan which is liable to change from time to time at the sole discretion of the Company. Payouts under the variable performance incentive plan are not guaranteed.

TOTAL COST TO COMPANY: 6,30,340

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the
 calendar year during which you attended the office. The leave entitlements set out above are provided
 annually (January-December of each calendar year) and are subject to company policy, as it may be from
 time to time.
- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.



159 SOLUTIONS



 Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

CONCLUSION:

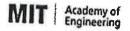
Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter. This offer is valid for a period of three (3) days following the date of this letter. If we do not receive the signed letter from you confirming your acceptance of this offer within three (3) days from the date of this letter, this offer will stand withdrawn.

Sincerely,

Rahul Dhomane

Rashmi Avinash Assoc Director, Talent Acquisition For 159 Technology Solutions Private Limited Acceptance of Offer

Joining Date: 3-Jun-19









Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

2 messages

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

Fri, Jul 20, 2018 at 12:41 PM

Searce has selected one 2019 batch MITAOE student - Shubham Bombarde (BE - Computer), from the campus recruitment process conducted at MIT on 19th July 2018.

Remuneration offered by the company is Rs. 6.00 Lacs per annum

All the Best !!!

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

Fri, Jul 20, 2018 at 1:25 PM

Searce has selected one 2019 batch MITAOE student - Ankita Wankhede - BE-IT , from the campus recruitment process conducted at MIT on 19th July 2018.

Remuneration offered by the company is Rs. 6.00 Lacs per annum

All the Best !!!







Ref:183845 Date: May 29, 2019

Mr Abhishek Manish Bedarkar

PurushottamNiwas ' Bhawani Pura, , Anjangaon Road Akot, Maharashtra India - 444101.

Dear Abhishek Manish Bedarkar,

We are pleased to confirm our offer of employment to you as Associate Software Eng. in Grade G1 starting July 1, 2019 You are requested to report to the said address on July 1, 2019, not later than 9:00:00 AM .

You will be based at Pune. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be Rs.450,000.00 (Rupees Four Lakh Fifty Thousand Only)the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. 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 the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

> Regd. Office: Winchester, 4th Floor, High Street, Hiranandani Business Park, Powal, Mumbal - 400076 Tel:+91 22 3051 1000 Fax:+91 22 3051 1111 CIN: U72900MH2002PTC138380 www.xoriant.com



You will be entitled for 24 days of paid leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays

This contract of employment may be terminated by either party by giving sixty days written notice or gross NOTICE PERIOD/TERMINATION monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining.Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.

Abhishek Manish Bedarkar, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact Christo Fernandes MobileNumber:91-9967153147/email:Christo.Fernandes@Xoriant.com.

Sincerely

For Xoriant Solutions Pvt.Ltd

Rakhi Deshpande Head-Talent Acquisition

Actual Date of Joining:

HR Signatory

Agreed & Accepted on

Abhishek Manish Bedarkar

Agreed & Accepted on

Abhishek Manish Bedarkar



Annexure A

SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	11,250	135,000
HOUSE RENT ALLOWANCE	5,625	67,500
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	12,268	147,210
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
A	33,360	400,310
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	1,000	12,000
B	2,250	27,000
C = A + B	35,610	427,310
PROVIDENT FUND	1,350	16,200
GRATUITY	541	6,490
D	1,891	22,690
CTC = C + D	37,500	450,000

Sincerely

For Xoriant Solutions Pvt.Ltd

RSDUMP

Rakhi Deshpande Head-Talent Acquisition

HR Signatory Actual Date of Joining: Agreed & Accepted on

Abhishek Manish Bedarkar

Agreed & Accepted on Abhishek Manish Bedarkar



ANNEXURE B

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA is given to the extent of 50 %of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/-PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.



On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely For Xoriant Solutions Pvt.Ltd HR Signatory Actual Date of Joining:

Agreed & Accepted on

Abhishek Manish Bedarkar



ANNEXURE C DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

Sr.No	Particulars Particulars	
1.	Colour passport sized photographs - 8 Nos.	
2	Color photograph's soft copy for Company photo ID card Specification as per Id photo design are:	
	Having fixed width of 520px	
	Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side	
	Bottom crop by 3rd button of shirt just below the chest	
	· Background should be white	
3.	Certificates supporting your education qualifications: SSC & HSC Mark sheets Mark sheets (All Semesters) and convocation certificates of degree/ post graduation. Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Nove	
4.	Netware etc.) Following employment documents for previous all employers: Appointment letter Experience and relieving certificates. Last 2 month's pay slip	
5.	Valid passport (include if any previous visa / Work Permit authorization	
6.	Pan Card	
7.	Marriage Certificate	
8.	Residential Proof Documents for opening bank account	



Mu Sigma - Offer of Intent

College: MIT Pune

Dear SHASHWAT DHANANJAY,

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.

Sincerely,

Deepa S. Mahosh

Deepa S Mahesh

Global Head Strategic Hiring

On behalf of Mu Sigma Business Solutions Pvt. Ltd.

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 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com CIN: U74140KA2005PTC036309



Value Labs

ValueLabs Solutions LLP

H-06 Building, Phoenix Infocity Pvt. Ltd., IT/ITES Special Economic Zone, Hitech City 2, Behind Dell Campus, Gachibowli, Hyderabad-500081

www.valuelabs.com

Date: 20/08/2019

TO, AVANÉESH TRIPATHI
FLAT NO 107 PARK ROYALE
GAIKWADHAGAR DIGHT
411015

Provisional Offer Of Employment

Dear AVNEESH

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

- a) From the date of joining till the completion of one (1) year of service, the CTC will be Four (4) Lakhs per annum.
- b) Upon completion of **one (1) year of service** from the date of joining, the CTC will be revised to **Five (5)** Lakhs per annum,
- c) Upon completion of two (2) years of service from the date of joining, the CTC will be revised to Seven (7) Lakhs per annum,
- d) Upon completion of **three (3) years** of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of the salary separately at the time of joining.

Your designated date of joining would be \(\frac{15}{\sqrt{sqrt}} \) Request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely,

for ValueLabs Solutions LLP

Authorized Signatory







Barclays Global Service Centre Private Limited Registered Office: Ground to Fourth Floor Wing 3- Cluster A, EON Free Zone MIDC Knowledge Park, Kharadi Pune 411 014, India CIN - U72200PN2007FTC132479 Tet: +91 20 67160007, Fax+91 20 67161800

www.barclays.com

13 May 2019

Gauri Gupta D/O Sanjay Gupta 3/357 Road No 3 Ratitalai Banswara 327001

Dear Gauri,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("Employment Letter").

The Agreement refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Amit Vaish

Head of Human Resources- Barclays Global Service Centre Private Limited

Contact

www.linkedin.com/in/prajakta-patankar-9039aa165 (LinkedIn)

Top Skills

Engineering SQL Java

Prajakta Patankar

ENO2 - Full Stack Developer at Credit Suisse Pune

Experience

Credit Suisse
Full Stack Engineer
August 2019 - Present (2 years 10 months)
Pune, Maharashtra, India

BMC Software Project Intern July 2018 - June 2019 (1 year) Pune, Maharashtra, India

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed, Dist Pune

Bachelor of Engineering, machine learning, data structures and algorithms, html $\& css \cdot (2015 - 2019)$















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Datclays

Description: cid:image004.jpg@01D0197C.40906B70

Welcome aboard

Description: cid:image004,jpg@01D0197C.40906B70

Dear Campus Select

On behalf of Barclays, we would like to welcome you

We are confident that you will be an integral part of our learn and look forward to having you

We will soon initiate documentation for releasing your offer. Please be informed that this process will be completed in batches and may extend till 15th May, 2019.

We would also be organizing some interactions for you with key stakeholders at Barclays Communication regarding the same will reach you soon

Thank you for choosing Barclays as the place where you can make a difference.

We're glad that you're here to contribute to, and share in, our success!

Congratulations again for your selection in the Barclays Campus Recruilment Process & wish you the very best for the rest of the academic year!

Do write back to us on IndiaCampusHiring in case of any queries.

Sincerely India Campus HR Tearn









Restricted - External



prasoon kushwah 19/11/2018 to campusrecruitmentmailbox-india v







Date: September 04, 2018

Mr. Aadesh Rasal

Employee ID -

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Aadesh,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. **Remuneration**: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. Background Checks: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdoes:

a) Four passport size photographs.

b) Copy of your Passport.

c) Copy of your PAN Card.

d) Copies of your education qualifications certificates.

e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.

b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.

c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,

(i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or

(ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.

d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

18. **Misconduct**: Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:

a) You have seriously or persistently breached any of the terms or conditions of your

employment with Amdocs.

b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.

c) You are convicted of a criminal offence.

- d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
- e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
- f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. Retirement: You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. Separation and Release Agreement: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. Indebtedness: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, Aadesh Rasal, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek clarifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

 I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity;

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks,

Signature:

Name

Addelh Rasal

Date: 5/9/2018

Remuneration Annexure

Confidential

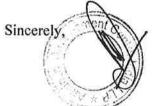
Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	190000.00
2.	House Rent Allowance	190000.00
3.	Conveyance Allowance	19200.00
4.	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
	Cost to Amdoes	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned, Aadesh Rasal, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. Thanks,

Signature:

Name : naclesh

Sh Rasal

Date: _ 5 - 9 - 2018





Date: September 04, 2018

Mr. Chetan Pawar

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Chetan,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. **Commencement**_c**Date**: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. **Remuneration**: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdoes reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdoes shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdoes at the end of the probation period, your employment with Amdoes shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Rousenest!

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. **Duties and Responsibilities**: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. **Background Checks**: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - c) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

- a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
- b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

18. **Misconduct**: Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:

a) You have seriously or persistently breached any of the terms or conditions of your

employment with Amdocs.

b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.

c) You are convicted of a criminal offence.

d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.

e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own

interests or to the interests of its clients.

- f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of **60** (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.



Shyamakant Mishra,
Authorized Signatory
Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, **Chetan Pawar**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

e) I signed the Letter only after having had the opportunity to seek clarifications:

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity:

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks,		
Signature:		
Name :	Date:	

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

# 1	Break-Up	INR per annum
1	Basic Salary	190000.00
2	House Rent Allowance	190000.00
	Conveyance Allowance	19200.00
٥.	Medical Reimbursement	15000.00
4.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
U.	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,

Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned, Chetan Pawar, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature:

Name: Chetan Pawar



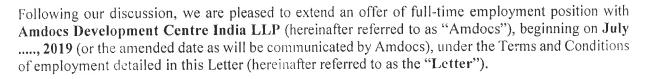
Date: September 04, 2018

Mr. Faraz Shaikh

Employee ID - ____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Faraz,



- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. Remuneration: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.



- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. Background Checks: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually herass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:

a) Four passport size photographs.

b) Copy of your Passport.

c) Copy of your PAN Card.

d) Copies of your education qualifications certificates.

e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.

b) Amdoes however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.

c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,

(i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or

(ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.

d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

- 18. **Misconduct**: Amdoes reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs,
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of **60** (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with **Sanjay D'costa**.



Shyamakant Mishra,
Authorized Signatory
Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, **Faraz Shaikh**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,		
Signature:		
Name :		Date:

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdoes basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up		INR per annum
1.	Basic Salary		190000.00
2.	House Rent Allowance		190000.00
3.	Conveyance Allowance		19200.00
4.	Medical Reimbursement		15000.00
5.	Leave Travel Allowance	r. *	38000.00
6.	Provident Fund (Employer Contribution)		22800.00
	Cost to Amdocs		475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting **July 2020** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned, Faraz Shaikh, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature:

Name

Date:



Date: September 04, 2018

Mr. Nishant Kumar

Employee ID -

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Nishant,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. **Remuneration**: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. **Probation:** The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

" Deshot"

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. **Duties and Responsibilities**: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. **Undertaking**: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
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- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
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reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - c) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

- a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
- b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdoes may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

- 18. **Misconduct**: Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. Separation and Release Agreement: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.



Shyamakant Mishra, **Authorized Signatory** Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, Nishant Kumar, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek clarifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made

by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;

I have all requisite power and authority, and do not require the consent of any third party

to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person

or entity;

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks,	2	
Signature:		
Name :	Date:	

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdoes basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	INR per annum
logo	Basic Salary	190000.00
2.	House Rent Allowance	190000.00
	Conveyance Allowance	19200.00
	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,

Shyamakant Mishra, Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned, Nishant Kumar, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature:

Name

Vichant kumar

Date: 4/9/18



Date: September 04, 2018
Ms. Nutan Chavan
Employee ID
Subject: TERMS & CONDITIONS OF EMPLOYMEN

Dear Nutan,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. Remuneration: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Mavan

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. **Duties and Responsibilities**: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. **Background Checks**: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. **Medical Checks**: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. **Restrictions on Harassment and Discrimination**: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual crientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - c) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

- a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
- b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

- 18. **Misconduct**: Amdoes reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of **60** (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
 - 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
 - 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with **Sanjay D'costa**.

Sincerely,

Shyamakant Mishra, Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, **Nutan Chavan**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,

Signature:

Name

Chavan Nutan G.

Date: 06 09 18

Remuneration Annexure

Confidential

<u>Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)</u>

#	Break-Up	INR per annum
1.,	Basic Salary	190000.00
2.	House Rent Allowance	190000.00
3.	Conveyance Allowance	19200.00
4.	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting **July 2020** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,

Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned, **Nutan Chavan**, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature

Name: Chavan Nutan G.

2019-0-CAMP-T2-DVCI-P-A0042-8

Date: 06/09/18

Date: September 04, 2018

Mr. Rohal Kurup

Employee ID -

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Rohal,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. **Remuneration**: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Danking.

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. **Background Checks**: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdoes shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdoes deems it necessary. Your employment with Amdoes shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdoes, Further, in case of continuous absence due to ill health beyond three (3) months, Amdoes reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:

a) Four passport size photographs.

b) Copy of your Passport.

c) Copy of your PAN Card.

d) Copies of your education qualifications certificates.

e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.

b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.

c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,

(i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or

(ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired

portion of the notice period.

d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

- 18. **Misconduct**: Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.

Sincerel Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, Rohal Kurup, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek clarifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs:

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity;

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks.

Date: 5/9/18

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per arnum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	190000.00
2	House Rent Allowance	190000.00
3	Conveyance Allowance	19200.00
4.	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance. Sincerely, Shyamakant Mishra, **Authorized Signatory** Date: September 04, 2018 Amdocs Development Centre India LLP I, the undersigned, Rohal Kurup, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. Thanks, Date: 5/9/18 Kuup

2019-0-CAMP-T2-DVCI-P-A0044-8



(16)

Date. September 04, 2018

Mr. Sumit Jamdar

Employee ID -

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Sumit,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July 01, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. **Remuneration**: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Juniforda

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. **Duties and Responsibilities**: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. Background Checks: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdoes's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - c) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

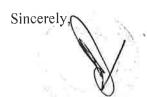
- a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
- b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

- 18. **Misconduct**: Amdoes reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
 - a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of **60** (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Anidocs and you including, but not limited to, any representations made during your interview (s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its term; and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.



Shyamakant Mishra, Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, **Sumit Jamdar**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,		
Signature:		
Name :	Date:	

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	INR per annum
1	Basic Salary	190000.00
2.	House Rent Allowance	190000.00
3.	Conveyance Allowance	19200.00
4.	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6.	Provident Fund (Employer Contribution)	22800.00
9.40	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,

Shyamakant Mishra.

Shyamakant Mishra,
Authorized Signatory
Amdocs Development Centre India LLP

Date: September 04, 2018

Date: 05/09/18

I, the undersigned, **Sumit Jamdar**, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. Thanks,

Signature: Symit Touriday Sometramour

lame: Sumit Jondan

arxxus



10th September 2018

Dear Shridhar,

We were all very excited to meet and get to know you over the past few days. We were impressed by your academic achievements and believe strongly in your potential for continued success. We are confident that you will make a lasting contribution to Arxxus and would like to offer you the position of Cloud Analyst to be initially based out of our Pune office. Your expected starting date is 1st July 2019.

We view this position as key to delivering high quality solutions to our customers with potential for significant career progression over time.

We will be offering you an annual gross salary of INR 3,50,000/-. The details of the compensation plan can be seen in Annexure-1. You will be issued a detailed employment letter on your joining consisting of terms of employment.

There will be a 6-month probation period upon your commencement of this role. Your annual gross salary will be revised to INR 4,00,000/- upon successful completion of the probation period.

This employment offer will be valid subject to successful completion of your B.E. degree securing an aggregate percentage of minimum 60% or above score. In case you do not meet this criterion, the company reserves the right to withdraw its employment offer.

You may indicate your acceptance to the terms of this offer by affixing your signature in the space provided below.

Regards.

S.M. Zia Alam

Chief Human Resources Officer

I have read and understood the contents of this letter and accept the same without any reservations whatsoever.

Place: Pune, India

Date : 10th September 2019

Shridhar Rakshe



Dear Shridhar,

We look forward to working with you at Arxxus Technologies India Pvt. Ltd. Please sign this letter on the spaces provided below to acknowledge your acceptance of the offer.

ANNEXURE 1

The various components of your compensation plan are mentioned below:

Salary Component	Amount (INR)
Fixed Salary Component	
Basic Salary	140,000
House Rent Allowance (HRA)	56,000
Conveyance & Medical Allowance	40,000
Leave Travel	11,667
Others Allowance	85,533
Company PF Contribution	16,800
Gross Salary	350,000
Gratuity Accrual	6,731
Insurance Premium (GMC & GPA)	2,924
Total CTC	359,655

Issued on behalf of the Company by:

S.M. Zia Alam

Chief Human Resources Officer

I agree to and accept the employment offer as per the terms and conditions set forth in this letter.

Shridhar Rakshe





Cognizant



Dear Mahesh Hari More, B_Tech/B_E,, Computer Engineering MIT Academy of Engineering

Candidate ID - 12458280





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 vague 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:

Mahesh Hari More

Designation:

Programmer Analyst Trainee

1	Dtation	Monthly	Yearly
SI. No.	Description	8675	104,100
1	Basic	5205	62,460
2	HRA @60% of basic*	800	9,600
3	Conveyance Allowance*	1250	15,000
4	Medical Allowance*		12,492
5	Company's contribution of PF #	1041	24,000
6	Advance Statutory Bonus***	2000	69,348
7	Special Allowance*	5779	297,000
	Annual Gross Compensation		20,000
	Incentive Indication (per annum)**		317,000
8	Annual Total Compensation Company's contribution towards benefits (Medical, Accident and Life Insurance)	u , i o e	16,000
	Company's contribution towards benefits (western)		5,005
	Gratuity		338,005
	Annual Total Remuneration		

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 bonefits
- 2. Redefine your salary structure within prescribed guidelines
- ** 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

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 Rl'ad. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Cognizant

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





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise selections		
S. No	Branch	No of selections	
1	E & TC	12	
2	Electronics	2	
3	Computer	29	
4	I.T.	15	
5	Mechanical	14	
6	Civil	3	
7	Chemical	1	
	Total	76	

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]



Shared Day selections_2019 batch.pdf

Choice !	Degree Copy in Selections in Shared Day Companie	Placement	a	Degree		CGPA in	elections in	CGPA in Selections in Shared Day Companie	Companie	Final Choice	Signature.
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HRD/3T/19-20/12671916

Mr. Sahil Swapnil Candidate ID: 12671916 Ft.102, Namo Paradise Pathare Wasti, Lohegaon Pune - 411047 Maharashtra India Ph: (91) 97646 57768

July 09, 2019

Dear Sahil,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources - Infosys Limited

> **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: 2019.07.09 02:15:17 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12671916

July 09, 2019

Mr. Sahil Swapnil Candidate ID: 12671916 Ft.102,Namo Paradise Pathare Wasti, Lohegaon Pune - 411047 Maharashtra India Ph: (91) 97646 57768

Dear Sahil,

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 February 10, 2020.

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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and conditions as s	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. Sahil Swapnil	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	'S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

		OTHER BEN	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

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INTOSYS
Navigate your next

ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sahil Swapnil	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	ΓS	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	ligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS					
PROVIDENT FUND - 12% of Basic Salary	1,800				
GRATUITY - 4.81% of Basic Salary	722				
FIXED GROSS SALARY (FGS) (1+2+3)	25,000				

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	5,000		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone	30,000		

	OTHE	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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





Infosys 20 Feb to me 🗸 63







If you are having trouble reading this email, read the online version.



INFOSYS LEARNING AND ENGAGEMENT PLATFORM



It is our pleasure to introduce InfyTQ, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more

InfyTQ offers:

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V. Vice President - Talent Acquisition Infosys Limited

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(22)

HRD/3T/19-20/12672276

Mr. Jeet Girishbhai Faldu Candidate ID: 12672276 B-103, Siddhi Vinayak Appt, Zanzarda Road, Junagadh - 316201 Gujarat India Ph: (91) 87802 61871

July 09, 2019

Dear Jeet,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.07.09 02:16:24 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672276

July 09, 2019

Mr. Jeet Girishbhai Faldu Candidate ID: 12672276 B-103, Siddhi Vinayak Appt, Zanzarda Road, Junagadh - 316201 Gujarat India Ph: (91) 87802 61871

Dear Jeet,

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 December 30, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	nd agree to the terms and conditions as set forth in this offer letter	er
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. Jeet Girishbhai Faldu	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
1. MONTHLY COMPONENT		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22.328

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)	150

3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			

OTHER BENEFITS									
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)					
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

Camputer - Bronch 2a 19 Bath Mavigate your next

ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Mr. Jeet Girishbhai Faldu				
ROLE	Systems Engineer				
ROLE DESIGNATION	Systems Engineer Traince				
1. MONTHLY COMPONENTS					
BASIC SALARY		15,000			
BASKET OF ALLOWANCES		4,478			
BONUS / EX-GRATIA (95% of the eligib	le amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY		22,328			
2. ANNUAL COMPONENT					
BONUS / EX-GRATIA - (Balance 5% wadvance (95%) paid out on a monthly basis	rill be paid out in the end of the financial year after adjusting the s)	150			
3. RETIRAL BENEFITS	<u> </u>				
PROVIDENT FUND - 12% of Basic Salar	у	1,800			
GRATUITY - 4.81% of Basic Salary		722			
FIXED GROSS SALARY (FGS) (1+2+3		25,000			

4. INCENTIVE COMPONENTS	00730	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Componer	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payo	ut 20% of FGS)	30,000

	ОТНЕГ	RBENEFITS			
Scheme	Eligible Amount in 1NR.	Interest	Monthly Instalments	Margin Money To be borne by the employed	
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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







Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	I.T _{et}	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

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S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	LT.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

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Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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05-Nov-2018

Dear Anagha Uttam Jagtap, B.Tech/B.E., Computer Engineering MIT Academy of Engineering

Candidate ID - 12458317



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://cimpus2cognizant.cognizant.cognizant.cog

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: Anagha Uttam Jagtap Designation: Programmer Analyst Trainee

SI. 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 solary 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





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	1.77.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

Choice	400000000000000000000000000000000000000	Discoment		Degree		CGPA in Pe	lections in	elections in Shared Day Companie	Companie	Final Choice	Signature
ногт	First / Middle / Last name	ID	College	BE/ME/ MCA	Branch	Engg.	Wipro	Cognizant	skscJul		Cond
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05-Nov-2018

Dear Vaishnovi Anilkuma: Kulkarni, B.Tech/B.E., Computer Engineering MIT Academy of Engineering

Candidate ID - 12458220

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 Cognizont's contribution of Rs. 21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure ${\tt A}_{\scriptscriptstyle \perp}$

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 eniployment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vague 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.

- 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

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

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:





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

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3	Wipro	1
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7	Chemical	1
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List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Shared Day selections_2019 batch.pdf

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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HRD/3T/19-20/12671985



Mr. Keshav Suresh Unde Candidate ID: 12671985 F-16 Vishal Vihar, Vatan Nagar, Talegaon, Dabhade Pune - 410507 Maharashtra India Ph: (91) 86007 95655

July 08, 2019

Dear Keshav,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.07.08 18:43:33 +05:30

Reason: Offer Letter Location: Bangalore



HRD/31/19-20/12671985

July 08, 2019

Mr. Keshav Suresh Unde Candidate ID: 12671985 F-16 Vishal Vihar, Vatan Nagar, Talegaon, Dabhade Pune - 410507 Maharashtra India Ph: (91) 86007 95655

Dear Keshav,

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 October 07, 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 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood a	nd 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. Keshav Suresh Unde	Mr. Keshav Suresh Unde	
ROLE	Systems Engineer	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince		
1. MONTHLY COMPONENT	S		
BASIC SALARY		15,000	
BASKET OF ALLOWANCES		4,478	
BONUS / EX-GRATIA (95% of the el	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850	
MONTHLY GROSS SALARY		22,328	

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)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1,800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

OTHER BENEFITS					
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the en					
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

Comp. Branch 2019

ANNEXURE- II (Compensation post Unit allocation)

Trv .	COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Keshav Suresh Unde	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		
BASKET OF ALLOWANCES		15,000
		4,478
DONIES LEVE OF THE		1,770
BONUS / EX-GRATIA (95% of the eligi MONTHLY G ROSS SA LARY	ble amount (20% of Basic Salary) being paid out on a monthly basis)	2,850

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)	
advance (2376) paid out on a monthly basis)	15

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4.81% of Basic Salary	1,800
FIXED GROSS SALARY (FGS) (1+2+3)	
(100)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payor	it 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Componer	ıt at indicative payot	it 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component	t at indicative payou	it 20% of FGS)	30,000

OTHER BENEFITS					
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money To be borne by the employee	
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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





Varadharaj V 2/11/2018

to me, rajat.2697dave@g...



 \leftarrow





Dear Rajat Dave

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., Foundational, Technical Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!



HRD/3T/19-20/12672071

31

Mr. Sidhesh Sanjiv Sawalkar Candidate ID: 12672071 Flat No. 8, Jk Paradise Shantinagar, Tank Road, Vishrantwadi, Pune - 411006 Maharashtra India Ph: (91) 96653 98371

July 09, 2019

Dear Sidhesh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO ° EVP and Head Human Resources – Infosys Limited

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: 2019.07.09 02:15:38 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672071

July 09, 2019

Mr. Sidhesh Sanjiv Sawalkar Candidate ID: 12672071 Flat No. 8, Jk Paradise Shantinagar, Tank Road, Vishrantwadi, Pune - 411006 Maharashtra India Ph: (91) 96653 98371

Dear Sidhesh.

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 February 17, 2020.

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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources - Infosys Limited

I have read, understood and	agree to the term	s 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

Infosys Navigate your next

ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR. per month)		
NAME	Mr. Sidhesh Sanjiy Sawalkar	Mr. Sidhesh Sanjiv Sawalkar	
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Traince		
1. MONTHLY COMPONENT	S		
BASIC SALARY		15,000	
BASKET OF ALLOWANCES		4,478	
BONUS / EX-GRATIA (95% of the el	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850	
MONTHLY GROSS SALARY	(4)	22,328	

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)	150
--	-----

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

		OTHER BEN	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

Compor Born on 2019 Bortly

ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Sidhesh Sanjiy Sawalkar	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the el	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
OTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payor	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payor	ut 20% of FGS)	30,000

	OTHE	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money To be borne by the employee
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	I.T.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]

Shared Day selections_2019 batch.pdf 2507K

Choice	Name of Student	Placement	0.01100	Degree	d d d	365/475.0	elections (selections in Shared Day Companie	/ Companie	Final Choice	Sionature
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HRD/3T/19-20/12672037

Ms. Smruti Sanjay Paldiwal Candidate ID: 12672037 Nandlata Kunj, Mahajani Plot, Akola - 444005 Maharashtra India Ph: (91) 77559 43424

July 08, 2019

Dear Smruti,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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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: 2019.07.08 18:43:49 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672037

July 08, 2019

Ms. Smruti Sanjay Paldiwal Candidate ID: 12672037 Nandlata Kunj, Mahajani Plot, Akola - 444005 Maharashtra India Ph: (91) 77559 43424

Dear Smruti,

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 November 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.

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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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood a	and agree to the terms	and conditions as set forth in this offer letter.
Date:	, 20	— :
Sign your name		e .
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. Smruti Sanjay Paldiwal	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
I. MONTHLY COMPONENT	TS .	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1.800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

OTHER BENEFITS						
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the employee)						
SALARY LOAN (subject to submission of Trainee Agreement)	12.000 (Without Security)	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 is subject to the fulfilment 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

Infosys butch

722

25,000

ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Smruti Sanjay Paldiwal	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the el	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		22,328
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5° advance (95%) paid out on a monthly	% will be paid out in the end of the financial year after adjusting the basis)	150
3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic S	Salary	1,800

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone			30,000

OTHER BENEFITS					
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the emp					
SALARY LOAN (subject to submission of Trainee Agreement)	12.000 (Without Security)	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 is subject to the fulfilment 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



GRATUITY - 4.81% of Basic Salary

FIXED GROSS SALARY (FGS) (1+2+3)





HRD/3T/19-20/12672204



Ms. Aishwarya Shridharrao Deshmukh Candidate ID: 12672204 At. Khelsatwaji, Po. Panchagavan, Tq. Telhara, Dist Akola Near, Hp Petrol Pump, Alandi, Pimpri Chinchwad - 412105 Maharashtra India Ph: (91) 89753 15614

July 09, 2019

Dear Aishwarya,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.07.09 02:16:12 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672204

July 09, 2019

Ms. Aishwarya Shridharrao Deshmukh Candidate ID: 12672204 At. Khelsatwaji, Po. Panchagavan, Tq. Telhara, Dist Akola Near, Hp Petrol Pump, Alandi, Pimpri Chinchwad - 412105 Maharashtra India Ph: (91) 89753 15614

Dear Aishwarya,

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 December 30, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the term	s 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. Aishwarya Shridharrao Deshmukh		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY		15,000	
BASKET OF ALLOWANCES		4,478	
BONUS / EX-GRATIA (95% of the eligible)	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2.850	
MONTHLY GROSS SALARY		22,328	
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly be	will be paid out in the end of the financial year after adjusting the asis)	150	

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1.800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

OTHER BENEFITS						
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the emplo						
SALARY LOAN (subject to submission of Trainee Agreement)	12.000 (Without Security)	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 is subject to the fulfilment 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 Unit allocation)

NAME	Ms. Aishwarya Shridharrao Deshmukh	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS	3	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eli	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly b	o will be paid out in the end of the financial year after adjusting the asis)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1,800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (FGS) (1+2+3)	25,000	

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS						
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)		
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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



ognizant

05-Nov-2018

Dear Swaranjoli Shashikant Jadhay. Blech/B.E., Computer Science & Engineering MIL Academy of Engineering

Candidate ID - 12458312

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 Fotal Renumeration (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 Cratuity. The break up is presented in Annexure A.

Oh 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 Modical, 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 vague 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

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 Achexure 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 writer questions or clarifications, please tog into https://campus?cognizunt.cognizunt.cogn

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bothavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Date: 28/06/2019.

Rl'ad. Office: 115/535, Old Mahabalipuram Roud, Okkiam Thoraipakkam, Chennai - 600 097



Programmer Analyst Trainer

Annexure A

Designation:

	Marie: Swordingth Shoshikath 30	OH.·V	កន្ទុរកិរ្យាក្សស្រ	r rogrammer analyst tramee	
SI. No.		Description	o.	Monthly	Yearly
16	Basic			8675	164,100
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 Ronus***			2000	24,000
7	Special Allowance*			5779	69,348
	Annual Gross Compensation				297,000
	Incentive Indication (per annum)**				20,000
	Annual Tota! Compensation				317,000
	Company's contribution towards benefi	ts (Medical, Accident and Life Insura	once)		16,900
	Gratuity				5,005
	Annual Total Remuneration				338,005

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage

Name:

Swaranjali Shashikant Jadhav

- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit us 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 solary 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, Tuly, Oct and Tan payroll for the previous quarter and will be subject to tax deductions us 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.

<u>Note</u>: 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

Rtad. Office: 115/535, Ott Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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 cureer apportunities in the company. We look lowered to welcoming you to Cognizant.

Login to https:\\onecognizant.coynizant.com>!otal Rewards App for more details

- 2019 Butch

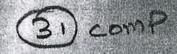
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Letter of Intent - Komal Sonsale - Ref. No.: 8032676

2 messages

<careers@wipro.com>
To: komaisonsale@gmail.com

Mon, 1 Oct 2018 at 6:02 pm

Campus - Letter Of Intent

01-Oct-2018

Dear Komal Sonsale,

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 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	14,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Tärget Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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 Deskton 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.







Dear Swatee, Kadut

Greetings from Infosys Ltd!

We request you to send us scanned copies of below your mark sheets to offer documents@infosys.com on or before March 14, 2019, else your offer stands null and void

- 1. X mark sheet.
- 2. XII mark sheet
- Diploma mark sheet
- 4. Under graduate semester wise mark sheet / consolidated mark sheet.
- 5. Post graduate semester wise mark sheet / consolidated mark sheet (if applicable).

38 (38)

Dear Ajay,

It is our pleasure to introduce InfyTQ, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more details.

InfyTQ offers:

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V. Vice President - Talent Acquisition Infosys Limited





HRD/3T/19-20/12672072

Mr. Shrikant Bhise Candidate ID: 12672072 Shivray Nagar, Malegaon Road, Taroda Kd, Nanded - 431605 Maharashtra India Ph: (91) 86686 57994

September 5, 2019

Dear Shrikant,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.09.05 20:19:51 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672072

September 5, 2019

Mr. Shrikant Bhise Candidate ID: 12672072 Shivray Nagar, Malegaon Road, Taroda Kd, Nanded - 431605 Maharashtra India Ph: (91) 86686 57994

Dear Shrikant,

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 November 18, 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 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: 6/11/19

. 20

Sign your name

Print your name

ocation

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. Shrikant Bhise	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4.478
BONUS / EX-GRATIA (95% of the el	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	FIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

		OTHER BENI	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 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

Computer Branch 2019 Batch



ANNEXURE- II (Compensation post Unit allocation)

NAME	Mr. Shrikant Bhise	
ROLL	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eli	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		22,328
_		
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly be	will be paid out in the end of the financial year after adjusting the sis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4,81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payo	ut 20% of FGS)	30,000

	OTHE	R BENEFITS		1
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 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





Cognizant



05-Nov-2018

Dear Provin Shrirang Dhumal, B.Tech/B.E., Computer Engineering MIT Academy of Engineering

Candidate ID - 12458269

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 vague 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://campus2cognizont.cognizant.com

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

(1000) S

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Cognizant

Annexure A

Name:

Provin Shrirang Dhumal

Designation:

Programmer Analyst Trainee

SI. No.	Description	Monthly	Vandu
31.110.		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	ter Special and a	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

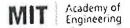
Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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





Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

Company wise Selections			
S. No.	Name of Company No of select		
1	Infosys	50	
2	Cognizant	25	
3	Wipro	11	
	Total	76	

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	i.T.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

Z019 PASSING-OUT BATCH - DISTRIBUTION		OF CHOICE FORMS 10 the section of the companie Coppa in Selections in Shared Day Companie	CGP	copa in selecti	selections in Shared Day Companie	red Day G	ompanie	Final Choice	Signature
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HRD/3T/19-20/12672203



Mr. Milind Anand Pathak Candidate ID: 12672203 Plot-20, B.U.Bhandari, Skyline Row House Complex, Dighi, Pune - 411015 Maharashtra India Ph: (91) 84464 32787

June 28, 2019

Dear Milind,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.06.28 13:43:05 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20712672203

June 28, 2019

Mr. Milind Anand Pathak
Candidate ID: 12672203
Plot-20, B.U.Bhandari,
Skyline Row House Complex, Dighi,
Pune - 411015
Maharashtra
India
Ph: (91) 84464 32787

Dear Milind,

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 August 19, 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 only quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rate 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018** -**2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms a	nd conditions as set fo	rth in this offer letter.
Date:	, 20	_	
Sign your name		E .	
Print your name	Location		

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ANNEXURE - I . (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Milind Anand Bathak	
ROLE	Systems Engineer	
ROLE DESIGNATION 1	Systems Engineer Trainee	
1.' MONTHLY COMPONENTS		
BASIC SALARY .		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eligible am	ount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	70 %	22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

, , , , , , , , , , , , , , , , , , ,		OTHER BENI	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

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ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Milind Anand Pathak	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	ligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 20% of FGS)	30,000

	ОТНЕ	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

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Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	І.Т.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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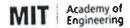
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Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Dear Anchal Premdas Sheware,

Congratulations and welcome to infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., Foundational, Technical Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- Login ID: anchalshewere@gmail.com
- · Password: c6E2PpuZ

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition





Date: September 26, 2018 Ref: LTI/HR/Campus/2019

Name: Mayank Tiwari

College: MIT Academy of Engineering, Pune

OFFER OF EMPLOYMENT

Dear Mayank Tiwari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.4,18,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance. Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (https://campbuzz.intinfotech.com) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese

Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

27-09-208







October 1, 2018
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 Pranav Bawiskar, Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM Ind Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity 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 fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory Director - Talent Acquisition ISA





15th October, 2018

Dear Pooja Sanjay More,

This is in reference to your application and subsequent selection process. We are glad to confirm you our offer of employment for the post of **Software Engineer**. Congratulations!!!

PathPartner Technology Private Limited (herein after referred as "the Company") is a fast growing embedded system solutions and high-end design services company. It has a strong mandate to develop competency par excellence in emerging and established technologies and use it as a key differentiator. The Company aims to grow in niche emerging technology areas, with challenging system development, high quality requirements and complex product profiles. We earnestly believe that these lofty goals can only be achieved with highly skilled and professional workforce, visionary leadership and pro-active management. This employment offer to you is in furtherance to this belief and we sincerely hope that your association with us will be a long-term one and will be both rewarding and challenging to you.

The details of this offer are enclosed herewith. Please get back to us for any further queries. The details of this offer are **private and confidential** between you and the Company. You can discuss the same only with the designated HR representative or your reporting manager in the Company.

This offer is subject to your successful submission of all documentary proof regarding identification, address, education, previous experience(s) (if any) and other supporting document copies as listed in Annex 3. Your employment is contingent upon satisfactory reference and background checks including verification of your application materials, education and employment history. If any information furnished by you in your application for employment, document proofs or during the selection process is found at any time during your employment to be incorrect or false, or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your employment without notice or compensation.

You may be required to travel from time to time on assignments at stations outside Bangalore or overseas. You should have a valid passport during the term of your employment with the Company. In case you do not have a passport at the time of joining, we advise that you apply for it immediately. Your services are liable to be transferred at any time to any office of the Company or its associate organizations.

During the term of employment with the Company, you will not represent, handle, advise or otherwise undertake any other full time or part time employment, business activity, trade or profession. You will devote full working time, skill and effort exclusively to the benefit of the Company.

Your joining date will be on 1st July, 2019. However, your joining date can be changed by the company. Such changes will be intimated to you in due course of time. Kindly sign and indicate your joining date, before returning the duplicate copy of this letter to our office on or before 15th October, 2018.

Looking forward to have you on board!!

Pmox

1. Compensation

Your **Cost to Company** will be **Rs. 5,27,971/-** (Rupees Five Lakhs Twenty Seven Thousand Nine Hundred and Seventy One only) per annum. The detailed compensation structure is provided in Annex 1.

Increment & Promotion:

Your growth and revision in salary will depend solely on your and the Company's performance. Salary revisions are normally held annually.

2. Additional Benefits

The Company extends following benefits over and above the compensation described above:

- **a. Medical Insurance:** You will be eligible for medical insurance covering you and your immediate family as per the Company medical insurance policy. The Company will pay 70% of the premium charges while you are required to pay the remaining 30% of the charges.
- **b. Personal Accident Insurance:** You will be eligible for personal accident insurance, covering yourself as per the Company personal accident insurance policy. The Company will pay 100% of the premium charges.
- c. Group Term Life Insurance: You will be eligible for Group Term Life Insurance covering yourself as per the Company's Group Term Life Insurance policy. Company will pay 100% of the premium charges.

3. Relocation Benefits

For the employees relocating from outside Bangalore, the Company extends the following benefits to enable you to smoothly settle in the new place:

- **a. Travel Reimbursement:** The Company will reimburse your travel by II class A/C train fare or economy class airfare subject to a maximum limit of Rs. 5000/- on producing the original tickets.
- **b. Shifting of Personal Effects:** The Company will pay for moving the personal effects by road or rail on actual, subject to a maximum limit of Rs. 10,000/-. This includes charges of insurance, packing, loading, transportation, unloading and unpacking.
- **c. Temporary Accommodation**: The Company will make arrangements for the temporary accommodation, if required. Such accommodation will be for a period of maximum 14 calendar days from the date of joining.

The above-mentioned Relocation benefits will be paid only once. Claims for the same should be made within 90 days from the date of joining by furnishing the pertinent bills/receipts to Finance.

4. Probation

You will be initially on probation for a period of six months from your date of joining and based on your satisfactory performance, your services will be confirmed. You will be deemed to be on probation until confirmed in writing. During your probation, if in the opinion of the Company your services are not satisfactory, the Company reserves the right to terminate your services with immediate effect. The decision of the Company in this regard is final and binding on you. During your probation you shall render services diligently and as per the instructions of the Company.

5. Leaves and Holidays

The Company leave policy includes the following:

a. Annual Leave (Privilege Leave) with wages of 18 working days in each calendar year of service.

PathPartner Technology Pvt. Ltd. #16, PSS Plaza, New Thippasandra Main Road, HAL III Stage, Bangalore - 560 075 (INDIA)

Annex 1 Compensation Structure

The detailed break-up of your **Cost to Company** is as follows:

SI. #	Salary Component	Rupees Per Annum	Remarks	
1.	Basic Salary	1,76,604		
2.	HRA	70,641		
3.	Other Allowances	1,73,072	Refer to the Note below	
4.	Company's Contribution to PF	21,192	Statutory deduction As per Gratuity Act 1972	
5.	Gratuity	8,491		
6.	Statutory Bonus	35,290	As per the Payment of Bonus Act (Paid Annually)	
7.	Other Benefits	42,681	Non Encashable benefits. As per Annex 2	
	Total Cost to Company	5,27,971		

Note: Other Allowances include - Leave Travel Allowance, Reimbursement of Internet rentals as per the prevailing company policies.

Monthly Cost to Company	43,998	
Deductions:		
Provident Fund (Employee contribution)	1,766	
Provident Fund (Employer contribution)	1,766	
Gratuity	708	
Professional Tax	200	
Group Mediclaim (Employee Contribution - 30%)	546	
Statutory Bonus	2,941	
Other Benefits	3,557	
Monthly Net Before Income Tax	32,515	

Annex 2 Other Benefits

SI. #	Other Benefits	Rupees Per Annum
1.	Group Mediclaim (Employer Contribution - 70%)	15,281
2.	Group Personal Accident	708
3.	Group Term Life	1,392
4.	Annual Health Check-up	5,000
5.	Company provided Food Subsidy	20,300

PathPartner Technology Pvt. Ltd. #16, PSS Plaza, New Thippasandra Main Road, HAL III Stage, Bangalore - 560 075 (INDIA)

- **b.** Sick Leave can be availed strictly on need basis. Maximum of 12 working days of Sick Leaves can be availed in each calendar year of service, with due submission of registered doctor's certificates for more than 2 days of sick leave.
- **c.** Employees are eligible for Paternity Leave of maximum of 2 consecutive weeks and Maternity Leave as per the maternity benefits act.
- **d.** 10 national, state and festival holidays every calendar year. The list of holidays is announced at the beginning of each calendar year.

6. Agreement

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's Employment Agreement as a condition of your employment on the date of joining as well as where necessary, a separate Confidentiality, Non-compete and IP Assignment Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

7. On Termination

We hope your association with us will be a long and cherished one. However, if you or the Company decide otherwise, the employment can be terminated by either party giving two months' notice. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of notice period.

In case you leave the Company within one year of joining, Rs 1,00,000/- (Rupees One Lakh only) will have to be reimbursed by you for the expenses incurred by the Company on your training. In addition, the expenses incurred by the Company on your joining and relocation to Bangalore would have to be reimbursed by you. This would include travel, temporary accommodation, shifting of personal effects, any signing bonus and any notice pay to your previous organization.

We welcome you to the PathPartner family and wish you a rewarding career over the years to come.

Yours sincerely,

For PathPartner Technology Pvt. Ltd.,

Bhavya Janardhan

Manager - HR

I have read and understood the terms and conditions of this offer letter. I accept the above offer with the said terms and conditions. My joining date will be 151 july 2019

Place: MITAOE, Alandi

Date: 13 th oct, 2018

Signature: Pmox 12/10/2018

PathPartner Technology Pvt. Ltd. #16, PSS Plaza, New Thippasandra Main Road, HAL III Stage, Bangalore - 560 075 (INDIA)

Email: info@pathpartnertech.com www.pathpartnertech.com T: +91-80-67722000, F: +91-80-67722100

Annex 3

List of Documents to be Submitted

You are required to submit the following at the time of your joining

Photocopies of Educational Details

- Degree/ Diploma/Graduation Certificate(s) and Mark Sheet(s)
- SSC (10) Certificate
- HSC (10 + 2) Certificate
- Additional Qualification / Certification (if any)

Other Documents

- 3 Passport size Photographs
- Photo Identity Photocopy
- Pan Card Photocopy
- Passport Photocopy
- Adhaar Card Photocopy
- Age Proof Photocopy
- Permanent & Present Address Proof Photocopy



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Annex 4 Employee Benefit Schemes

Reward & Recognition

The Company has an elaborate Reward & Recognition program for recognizing contributions of our employees. The rewards for recognizing outstanding performance include Manager's Appreciation, Quarterly Performance Awards, Annual Excellence Awards and Team Excellence Awards.

Loyalty Recognition

The Company has a special recognition program to reward the employees' contribution towards the growth of the Company over substantial period. On completion of 5th and 10th years of continuous service, employees are awarded with paid vacation and substantial cash award.

Referral Benefits & Recognition

The Company has an attractive Referral Benefit program for the employees, who get substantial monetary reward in helping the Company to grow. The best referral effort in every quarter gets a special recognition.



EMPLOYMENT OFFER LETTER

Capgemini Ref: 2358178 /322030,

07/15/2019,

NIKHIL SRIVASTAVA H.No. -264, Shivaji Park, Khora Colony, Gaziabad, Gaziabad, India

Confidential

Dear NIKHIL SRIVASTAVA,

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 07/18/2019 (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

- 17 - 3

- B) You will be required to work at the Company's offices in location Bangalore (SEZ premises)
- C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,003 (Rupees Three Lakhs and three only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,007.00 (Rupees Three Lakhs Eighty Thousand and Seven only). Please refer Annexure-B for details.

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:

Annexure - A

NIKHIL SRIVASTAVA

Analyst

Total Cost to Company (CTC),

Rs.300,003.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,138.00	Rs 49,656.00
Other Reimbursements & Allowances#		
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs.22,118.00	Rs. 265,416.00
Statutory payments ++		
Capgemini's contribution to Pf	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.481.00	Rs.5,772.00
		- , 7
Total Fixed Compensation	Rs.24,399.00	Rs.292,788.00
Total Cash Compensation	Rs.24,399.00	Rs.292,788.00
Benefits		
Medical, Accident & Lif Insurance Premium	е	Rs. 7,215.00
Capgemini contribution to ESI	Rs.0.00	
Total Cost to Company		Rs. 300,003.00

Annexure - B

NIKHIL SRIVASTAVA

Analyst

Total Cost to Company (CTC).

Rs.380,007.00

Monthly Components	Per Month	Annualized
	x = z	
Basic	Rs.10,870.00	Rs.130,440.00
House Rent Allowance	Rs.5,435.00	Rs.65,220.00
Other Reimbursements & Allowances#	Rs.5,328.00	Rs.63,936.00
Personal Allowance	Rs.4,130.00	Rs.49,560.00
Advanced Statutory Bonus 4	Rs.2,980.00	Rs.35,760.00
	h (y)	
Gross monthly salary	Rs.28,743.00	Rs.344,916.00
Statutory payments ++ , (
	<u>.</u> !	
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.523.00	Rs.6,276.00
	× × ×	
Total Fixed Compensation •	Rs. 31,066.00	Rs.372,792.00
Total Cash Compensation	Rs. 31,066.00	Rs.372,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,215.00
Capgemini contribution to ESI	Rs.0.00	-
Total Cost to Company		Rs.380,007.00

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.
- 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:
 - 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.
 - 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:
 - 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.
 - 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.

BE-computer 2019 Batch





Reference: Persistent/Campus/DA00123835/3.0

Confidential

20-Mar-2019

Mr. Shailesh Kumar AT-BANGARI,PO-BIRAHIMA BAZAR PS-BARURAJ Muzaffarpur PIN - 843127 BR Muzaffarpur

Dear Shailesh,

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 **03-Jul-2019**. 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. **4,41,008**. Your Annual Gross Salary will be Rs. **4,00,008**. 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.





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 19-Apr-2019.
- 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.- +91-20-67036392/66965317) 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, 91-20-67034751.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely,
For Persistent Systems Limited

Padmíní Gíri

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)



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 03-July -19 (DD-MMM-YYYY).

Date: 26/3/19

Signature: Shailesh



SALARY BREAK-UP SHEET

Date: 20-Mar-2019 Name: Shailesh Kumar

Grade: **3.0**

Location: Pune Designation: Software Engineer

I	Monthly Components		% of basic salary	Amount (Rs.)
1	Basic Salary			10,900
2	House Rent Allowance		50%	5,450
3	Company contribution to E.P.F./Special Pay I		12%	1,308
4	Superannuation fund/Special Pay II		15%	1,635
5	National Pension Scheme/Special Pay III		10%	1,090
6	Leave Travel Assistance		10%	1,090
7	Performance Pay		10%	1,090
8	Medical Reimbursement Allowance			1,250
9	Commuting Allowance			1,600
10	Statutory Bonus/Ex-gratia		20%	2,180
11	Upkeep Pay		AL I	1,971
	Total to be p	aid monthly (M)		29,564
	Total for the year [M * 12]	[A]		3,54,768
Н	Variable Components			
1	Company Performance Bonus[CPB] Per Month [M]			3,334
	Total CPB 10% of Annual Gross Salary	[B]	1	40,008
Ш	Annual Component			
1	Provision for your gratuity	[c]	4%	5,232
	Annual Gross S	alary [A + B + C]		4,00,008
IV	Special Components			
	Insurance* and Food**	[D]		41,000
	C	ost To Company (CTC) [A+B+C+D]	4,41,008

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

- o Privileged Leaves 21 Days
- o Maternity Leave (ML) As statutory requirement
- o Paternity Leave (PL) 5 Days
- o Child Adoption Leave (CAL) 10 Days
- o Study Leave (STL)
- o Long leave
- o 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

* Insurance Policy

- Lunch, Snacks

- 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
 - 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 Bronch 2019 Batch



Reference: Persistent/Campus/DA00123915/3.0

Confidential

20-Mar-2019

Mr. Vishal Kadam Polite Panorama,Flat No-408,D Wing,Alandi Road,Duttanagar,Pune-15 Pune PIN - 411015 MH-IND Pune

Dear Vishal,

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 **03-Jul-2019** . 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 and:

A. Salary -

Your Annual Cost To Company will be Rs. **6,41,000**. Your Annual Gross Salary will be Rs. **6,00,000**. 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.





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 19-Apr-2019.
- 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.

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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.

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- (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, or ce you join the organization.





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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.- +91-20-67036392/66965317) 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, 91-20-67034751.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely, For Persistent Systems Limited

Padmíní Gírí

Padmini Giri **Head - Talent Acquisition**

Annexure to and forming part of this letter:

i. Salary Breakup Sheet (Annexure A)

Documents Required on the day of joining (Annexure B)





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.

will join the Company on 3719 (DD-MMM-YYYY).

Date: 27/3/19

Signature: Wkadant





SALARY BREAK-UP SHEET

Date: 20-Mar-2019 Name: Vishal Kadam Grade: **3.0**

Location: Pune Designation: Software Engineer

I	Monthly Components		% of basic salary	Amount (Rs.)		
1	Basic Salary			16,900		
2	House Rent Allowance		50%	8,450		
3	Company contribution to E.P.F./Special Pay I		12%	2,028		
4	Superannuation fund/Special Pay II		15%	2,535		
5	National Pension Scheme/Special Pay III		10%	1,690		
6	Leave Travel Assistance		10%	1,690		
7	Performance Pay		10%	1,690		
8	Medical Reimbursement Allowance			1,250		
9	Commuting Allowance			1,600		
10	Statutory Bonus/Ex-gratia		20%	3,380		
11	Upkeep Pay			3,111		
Total to be paid monthly (M)				44,324		
	Total for the year [M * 12]	[A]		5,31,888		
II	Variable Components					
1	Company Performance Bonus[CPB] Per Month [M]			5,000		
	Total CPB 10% of Annual Gross Salary	[B]		60,000		
Ш	Annual Component					
1	Provision for your gratuity	[C]	4%	8,112		
Annual Gross Salary [A + B + C]				6,00,000		
IV	Special Components					
	Insurance* and Food**	[D]		41,000		
		Cost To Company (CTC) [A + B + C + D]	6,41,000		

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
- o Maternity Leave (ML) As statutory requirement
- Paternity Leave (PL) 5 Days
- o Child Adoption Leave (CAL) 10 Days
- Study Leave (STL)
- Long leave
- o 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

* Insurance Policy

- Lunch, Snacks

- 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.

comp - Branch 2019 Batch





Reference: Persistent/Campus/DA00123709/3.0

Confidential

20-Mar-2019

Mr. Milind Kulkarni Flat No. 1, Wing A-2, Laxmi Nagar, Dhanori Pune PIN - 411015 MH-IND Pune

Dear Milind,

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 03-Jul-2019. 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. **4,41,008**. Your Annual Gross Salary will be Rs. **4,00,008**. 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
- 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.





Additional Terms

Acceptance of Offer

- 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 19-Apr-2019.
- 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.
- Upon acceptance of this offer letter, your employment with the Company will be effective from the date of d. your joining the Company.
- As per the business requirement, kindly take the following actions:
- 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
- Register with National Skills Registry (NSR an Initiative by NASSCOM) within the time line stipulated by the ii.

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

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 Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000 | Fax: +91 (20) 6703 009 CIN ~ L72300PN1990PLC056696 Persistent Systems Inc., 2055 Laurelwood Rd., Suite 210 Santa Clara, CA 95054 USA | Tel: +1 (408) 216 7010 Persistent Systems France SAS, 1 rue Hector Berlioz, 38600 Fontaine, France | Tel: +33 (0) 4 76 53 35 80





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

- Breach of confidentiality or IP related obligations (i)
- (ii) Violation of law
- (iii) Gross misconduct
- Material breach of Company policy, on your part. In such event, the Company will not be liable to make (iv) 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.

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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.- +91-20-67036392/66965317) 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, 91-20-67034751.

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:

ì. Salary Breakup Sheet (Annexure A)

Documents Required on the day of joining (Annexure B)





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 03/07/2019 (DD-MMM-YYYY).

27/03/2019





SALARY BREAK-UP SHEET

Date: 20-Mar-2019 Name: Milind Kulkarni

Grade: 3.0

Location: Pune Designation: Software Engineer

J	Monthly Components		% of basic salary	Amount (Rs.)		
1	Basic Salary			10,90		
2	House Rent Allowance		50%	5,45		
3	Company contribution to E.P.F./Special Pay I		12%	1,30		
4	Superannuation fund/Special Pay II		15%	1,635		
5	National Pension Scheme/Special Pay III		10%	1,090		
6	Leave Travel Assistance		10%	1,090		
7	Performance Pay		10%	1,090		
8	Medical Reimbursement Allowance			1,250		
9	Commuting Allowance			1,600		
10	Statutory Bonus/Ex-gratia		20%	2,180		
11	Upkeep Pay			1,971		
Total to be paid monthly (M)				29,564		
252	Total for the year [M * 12]	[A]		3,54,768		
11	Variable Components					
1	Company Performance Bonus[CPB] Per Month [M]			3,334		
	Total CPB 10% of Annual Gross Salary	[B]	, ,	40,008		
Ш	Annual Component					
1	Provision for your gratuity	[C]	4%	5,232		
	Annual Gross S		4,00,008			
IV	Special Components					
	Insurance* and Food**	[D]		41,000		
	Cost To Company (CTC) [A+B+C+D]					

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 0
- Maternity Leave (ML) As statutory requirement 0
- Paternity Leave (PL) 5 Days 0
- Child Adoption Leave (CAL) 10 Days 0
- 0 Study Leave (STL)
- Long leave 0
- 0 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
- * Insurance Policy
- Lunch, Snacks
- 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)
 - 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
- Marriage Certificate (in case of name change for women employees)
- 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.

Extra Copy comp Bronch 2019 Batch





Date: October 16, 2018

Letter of Offer

Dear Sagar Lambture,

Further to your interview dated October 12, 2018, 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, 2019.

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.

Monali Gholap Manager - Talent Acquisition

Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

www.cybage.com

Page 1





Salary Details

Name:

Sagar Lambture

Designation:

Software Engineer

Department:

Engineering

Primary Skill:

Fresher

Location:

Pune/Hyderabad/Gandhinagar

No.	Components of Salary	Amount Rs. (per annum)
Α	Monthly Salary components	,
iii.	Basic	132,000
ii	HRA	88,294
iii	Transport Allowance	29,431
iv	Children Education Allowance	18,187
V	Bonus \ Ex-Gratia*	26,400
νi	EPF Employer's Contribution	23,688
	ANNUAL GROSS FIXED SALARY	318,000
В	Major benefits	
vii	Gratuity	6,349
viii	Insurance-Mediclaim	3,600
ix	Insurance-Term Life	1,799
	TOTAL COMPENSATION (A+B)	329,748
С	Variable Pay	31,800

^{*}Details mentioned in the "Explanation of terms used" section in the next page.



Explanation of terms used:

- **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. **Company's 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. **Mediclaim 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. 2,00,000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40,000 /- for up to two children.
 - b. Accident cover of Rs. 10,00,000/-, 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. **Term Life Insurance**: As per the company policy, you are eligible for Term Life Insurance.
 - At present the insurance cover available for Cybage employees is 7 times of Annual Gross Fixed salary.

The insurance aforesaid are subject to review as per the Cybage policy on an annual basis.

- x. **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 **Financial Year** and shall be paid to employees who have not resigned or not serving their notice period as on 31st March.
 - The Variable pay reflected in the salary break-up is indicative and is based on the average of last 3 years' Variable pay-out.
 - d. The Variable pay shall be calculated as 50% of the organization's 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.

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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 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

Cybage Software Pvt. Ltd.

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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 polices 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

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.



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)
- 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

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: Sagar Lambture

Signature:

Date: 16 10 2018

Place:

Alandi





Date: October 12, 2018

Letter of Offer

Dear sayali Desarda

Further to your interview dated October 12, 2018, 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, 2019.

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.

Monali Gholap

Manager - Talent Acquisition

Deranda



Salary Details

Name:

savali Desasda

Designation:

Software Engineer

Department:

Engineering

Primary Skill:

Fresher

Location:

Pune/Hyderabad/Gandhinagar

No.	Components of Salary	Amount Rs. (per annum)
Α	Monthly Salary components	
i	Basic	132,000
ii	HRA	88,294
iii	Transport Allowance	29,431
ĬV	Children Education Allowance	18,187
٧	Bonus \ Ex-Gratia*	26,400
νī	EPF Employer's Contribution	23,688
	ANNUAL GROSS FIXED SALARY	318,000
В	Major benefits	
νii	Gratuity	6,349
viii	Insurance-Mediclaim	3,600
ix	Insurance-Term Life	1,799
	TOTAL COMPENSATION (A+B)	329,748
	3	023,740
С	Variable Pay	31,800

^{*}Details mentioned in the "Explanation of terms used" section in the next page.



Explanation of terms used:

- **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. Company's 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.
- 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.
- wiii. Mediclaim 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. 2,00,000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40,000 /- for up to two children.
 - b. Accident cover of Rs. 10,00,000/-, 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. Term Life Insurance: As per the company policy, you are eligible for Term Life Insurance.
 - At present the insurance cover available for Cybage employees is 7 times of Annual Gross Fixed salary.

The insurance aforesaid are subject to review as per the Cybage policy on an annual basis.

- x. 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 **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 reflected in the salary break-up is indicative and is based on the average of last 3 years' Variable pay-out.
 - d. The Variable pay shall be calculated as 50% of the organization's 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.

Continuation...



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.



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 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

Continuation...



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 polices 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.



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)
- Passport
- 3. PAN (Permanent Account Number) Card
- 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.

Date: 12/10/18

Desarda





Date: October 12, 2018

Letter of Offer

Dear Ankita Jangade

Further to your interview dated October 12, 2018, 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, 2019.

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.

Monali Gholap

Manager - Talent Acquisition

Ankita Jangade

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



Salary Details

Name:

Ankta Jangarde

Designation:

Software Engineer

Department:

Engineering

Primary Skill:

Fresher

Location:

Pune/Hyderabad/Gandhinagar

No.	Components of Salary	Amount Rs. (per annum)
Α	Monthly Salary components	, and the same of
i	Basic	132,000
ii	HRA	88,294
iii	Transport Allowance	29,431
iv	Children Education Allowance	18,187
V	Bonus \ Ex-Gratia*	26,400
vi	EPF Employer's Contribution	23,688
	ANNUAL GROSS FIXED SALARY	318,000
В	Major benefits	
vii	Gratuity	6,349
viii	Insurance-Mediclaim	3,600
ix	Insurance-Term Life	1,799
	TOTAL COMPENSATION (A+B)	329,748
С	Variable Pay	31,800

^{*}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. Company's 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. **Mediclaim 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. 2,00,000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40,000 /- for up to two children.
 - b. Accident cover of Rs. 10,00,000/-, 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. Term Life Insurance: As per the company policy, you are eligible for Term Life Insurance.
 - At present the insurance cover available for Cybage employees is 7 times of Annual Gross Fixed salary.

The insurance aforesaid are subject to review as per the Cybage policy on an annual basis.

- x. 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 **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 reflected in the salary break-up is indicative and is based on the average of last 3 years' Variable pay-out.
 - d. The Variable pay shall be calculated as 50% of the organization's 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.

Continuation...



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.



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 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

Continuation...



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 polices 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.



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)
- 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.

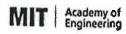
I shall join duties with effect from the date mentioned hereinabove. In case of delays in joining, I shall inform the concerned authority one week in advance in writing.

Name: Ankita Jangade

Signature: Au

Date: 12 10 2018

Place: Pune







6

Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

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

Wed, Oct 17, 2018 at 2:07 PM

Harbinger group has selected - Pankaj Jagtap, (BE-Computer) from the campus recruitment process

All the Best !!!!



Strictly Private and Confidential

02-Apr-2019

Mayur Umesh Waghela

D9/46 Asmita Jyoti CHS. Marve Road. Near Fire brigade. Malad(W). Mumbai 400095. 8879591656

Dear Mayur,

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 - 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

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 employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective 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. Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique leaming experience, Accenture proposes a learning module. Technology Fundamentals online Learning program (Hereinafter" program"). The training module of whi**ch will be ma**de available to you at least three months before onboard**ing to** give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under.

Version 10.0 (Feb 2019)

Reference Id: 0943daf6-ad69-4e9f-96ba-4130021f41f7_1 Signed By: Mohan Sekhar

Candidate's Signature

- Under the program, the nine leaming modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000,
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- 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 clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For cleaning these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 junsdiction 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.

along with the signed copy of this Offer letter and Terms of Employment. To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II letter, the terms of this Offer **of employm**ent **will be deeme**d to have been rejected by you, unless **otherwis**e communicated to you will be disabled for you, if we do not receive your response before the expiration of 14 days (founteen days) from the date of this candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link logging on to Accenture Recruitment Portal (https://mdia.jobs.accenture.com/default.aspx) using your unique reference number

After accepting this Offer, we encourage you visit Countdown to the Company-

http://careers.accent.ire.com/Microsites/countdown/Pages/welcome-india.aspx

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

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

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

ACKNOWLEDGED AND AGREED:

Melan Septiar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

Version 10.0 (Feb 2019)

Candidate's Signature _

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COMPENSATION & BENEFITS

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

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

Gratuity as per law**	*	D) Additional Benefits	Joining Bonus (Refer to section C)	(C) Joining Bonus
	5.29		25.00	

Total Cash Compensation + Total Additional Benefits (A+B+C+D) 375,000

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income

(B) Local Variable Bonus (LVB)

communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the and modify any of the terms and conditions of the Local Variable Bonus guidelines. the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company your career level, the annual target variable pay-out is est**inated** as INR 26,709. The LVB will be paid out subject to you being on As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered joining or succeeding pay month.⊧In case you leave, or **your servi**ces are separated from the Company (except for ramp down or Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of

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Candidate's Signature

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Additional Bonus- of INR 25,860 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue, In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of payout, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International 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 (amended from time to time), Any person desirous of such withdrawal need to comply with applicable law and procedures laid Workers, Exemptions if any, shall be as per the existing law, Please note that since your cost to the Company (CTC) includes any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws down by the Authorities

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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

- 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. Ų.
- You have the option of availing Accenture negotiated rates to cover your parents, parents in-Jaw & 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 antments.
 - 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 set 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

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Candidate's Signature 🗥

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,
- Transport facility, as per Company guidelines, can be availed at no cost.

Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of 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 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 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/foining/relocation/retention bonus as per the terms of your employment, will be 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.

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Candidate's Signature

ANNEXURE - II

Two copies of your recent passport size photographs.

Mandatory documentation at the time of onboarding:

- Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- Copy of Degree/PG/Diploma (as applicable) certificates.
- Passport copy, if available (if not please apply immediately).
- Pan Card (Mandatory)

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Copy of Aadhaar Card or copy of receipt of Aadhaar envollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

computer - Brack



Strictly Private and Confidential

24-Apr-2019

Ana Teressa Augustine Dass Kamthankar House no:164/26, Labour colony, Nanded. 7038987251

Dear Ana Teressa,

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 - 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

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 Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment' effective background or reference checks, which may occur at any time prior to or after your effective start date. Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module-Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to gi**ve you** a reasonable time to learn at your pace and comfort. Details of which are reiterated as under.

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Reference Id: 1564929c-2c1a-4c19-94cd-2b599e54f0b8_1 Signed By: Mohan Sekhar

Candidate's Signature

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- Post onboarding solving Accenture, and after the Induction you will need to go through the Technology fundamental Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready, assessment based on thepre onboarding online learning program that will be provided to you
- On successful degrance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- program. If you are untable to score 60% in the first attempt, you will have up to two additional attempts and will be required To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the to score minimum 65% marks to clear the assessment for the program.
- During each realterrupt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For cleaning these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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 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

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Candidate's Signature

along with the signed copy of this Offer letter and Terms of Employment. by the Company in writing, Further, at the time of joining you are required to provide all documentation identified in Annexure II candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you will be disabled for you, If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by

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

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

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.

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ACKNOWLEDGED AND AGREED:

Melan Sekhar Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

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Candidate's Signature

ANNEXURE - I

COMPENSATION & BENEFITS

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

340.934	Maximum Annual Total earning potential (A+B)
26,709	(B) Local Variable Bonus (LVB) earning potential (at maximum 8,5%)
314.225	(A) Annual Fixed Compensation
Annual (INR)	
	Total Cash Compensation Elements

(D) Additional Benefits	
*	
Gratuity as per law#	
Insurance Premium (notional value)	

Joining Bonus (Refer to section C)

C) Joining Bonus

*	
Gratuity as per law#	5 290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on and modify any of the terms and conditions of the Local Variable Bonus guidelines. communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for rarge down or Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of

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year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue, In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before Additional Bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you, Such stat bonus will be accordingly adjusted against variable pay, Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle

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

- 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. ÷
- additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any will have to be borne by you. This plan allows for coverage of pre-existing ailments
 - For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under °q
- 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
- Personal Accident coverage for self, up to three times your gross annual fixed compensation.
- cover of INR 5,00,000 Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum

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Candidate's Signature

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

- #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,
- One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy,
- 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

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 Any signing, joining, relocation or retertion 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.

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Candidate's Signature

ANNEXURE - II

Mandatory documentation at the time of onboarding:

- Two copies of your recent passport size photographs.
- Copy of Degree/PG/Diploma (as applicable) certificates. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- Passport copy, if available (if not please apply immediately).
- Pan Card (Mandatory)
- requirement of the regulatory authorities like EPFO etc and Accenture does not require this as a photo identity Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the

Version 10.0 (Feb 2019)

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Candidate's Signature

computed - branch 2019 Rater





Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection

2 messages

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

Wed, Oct 24, 2018 at 11:55 AM

Sigma OSS Systems, has selected one student - Shubham Gupta (BE- computer) from the recruitment process.

All the Best !!!!

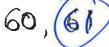
roy mathew <mitaoeroy@gmail.com> To: cmd@mitaoe.ac.in

Wed, Oct 24, 2018 at 12:54 PM

Sigma OSS Systems has selected the following student from the campus recruitment:

1. Roshan Patil - BE - Computer

All the Best !!!!







Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection

2 messages

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

Wed, Oct 24, 2018 at 11:55 AM

Sigma OSS Systems, has selected one student - Shubham Gupta (BE- computer) from the recruitment process.

All the Best !!!!

roy mathew <mitaoeroy@gmail.com> To; cmd@mitaoe.ac.in Wed, Oct 24, 2018 at 12:54 PM

Sigma OSS Systems has selected the following student from the campus recruitment:

1. Roshan Patil - BE - Computer

All the Best !!!!

62



Building D, 5th Floor West End III, Aundh, Pune-07 Ph. 8956131485

www.vignetcorp.com CIN:U72200PN2010PTC135447 Reg. Office 488, Market Road, Opp Jain Mandir, Old Bazar Kirkee, Pune 411003

MS, India



Date: 24/10/2018

To:

Roshan Patil Pune, India

Subject: Offer Letter

Extrol

Dear Roshan,

Congratulation on being selected to join Vignet IT Solutions Pvt. Ltd.

We are pleased to offer you the position of **Software Engineer** at our Pune office subject to the following terms and conditions.

Your Total Cost to Company will be Rs. 4, 50,000/- (Four Lac Fifty Thousand Rupees) per annum. A detailed break-up of your monthly salary is given in Annexure 1.

Your date of Joining is 1 July 2019. Your reporting time is 11.00 am.

This offer is valid for a period of 2 days from the date of issue.

olutto

The offer is contingent upon you providing us the copies of the required documents and information as requested by the human resources department at the time of your joining.

If upon verification, at the time of appointment or at a later date it is found that you have furnished wrong information, then your services with the company will be liable to termination.

We take this opportunity to welcome you to Vignet IT Solutions Pvt. Ltd, where new challenges and colleagues await you. We hope you will find joy and satisfaction in each aspect of work life here.

For Vignet IT Solutions Pvt. Ltd.

of Flich

Authorized Signatory Vaishali Gandhi Manager Operations

Vignet IT Solutions Pvt. Ltd.

Building D, 5th Floor West End III, Aundh, Pune-07

CIN:U72200PN2010PTC135447

Ph. 8956131485 www.vignetcorp.com Reg. Office 488, Market Road, Opp Jain Mandir, Old Bazar Kirkee, Pune 411003

MS, India



Annexure 1 Annual Salary Break-up

Name: Roshan Patil

Designation: Software Engineer

Compensation Break-up				
Components	Monthly	Remarks		
Basic	15000.00	Taxable		
HRA	6000.00	Tax exempt if rent receipts are produced		
Conveyance Allowance	1600.00	Rs.1600 PM & Rs.19200 Per Annum is tax exempt as per IT rules		
Special Allowance	8850.00	Taxable		
Leave Travel Allowance (LTA)	3000.00	Payable yearly and tax exempt for the employee if reimbursed annually.		
Medical Reimbursement	1250.00	Max of Rs.15000/- per annum and should be supported by bills for Tax exemption.		
Employer Provident Fund (PF)	1800.00	Forms 12% of Basic; OR Should be minimum Rs.1800 per month		
Monthly Cost to Company	37500.00			
Annual Fixed Cost to Company (CTC)	450000.00			

Note: Compensation Package is subject to all statutory deductions as per prevailing Income Tax laws

For Vignet IT Solutions Pvt. Ltd.

MELLON

Authorized Signatory Vaishali Gandhi Manager Operations

Vignet IT Solutions Pvt. Ltd.

Building D, 5th Floor West End III, Aundh, Pune-07

Ph. 8956131485 www.vignetcorp.com

CIN:U72200PN2010PTC135447

Reg. Office 488, Market Road, Opp Jain Mandir, Old Bazar Kirkee, Pune 411003

MS, India



ACCEPTANCE OF OFFER:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the

I am signing this offer letter as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

I will join the duties of Vignet IT Solutions from 1 July 2019

Name: Roshan Patil

Signature:

Date: 24/10/2018



Practical. No. 03

Date		
LIALE	•	

Interfacing EEPROM with LPC2148 using in-built I2C bus interface

OBJECTIVE

- To study features of I2C bus
- To program the in built I2C to interface EEPROM with the LPC2148 development board

EQUIPMENTS

- LPC2148 Micro-A748 Development Board
- Keil μvision IDE enabled PC
- LCD Display/Hyperterminal
- EEPROM

THEORY

Inter-Integrated Circuit Bus (I2C) interface can operate in master or slave mode into 400Kbps.

- I2C bus has three speeds: Slow (under 100 Kbps), Fast (400 Kbps), High-speed (3.4 Mbps)
- Limited to about 10 feet for moderate speeds
- Used as a control interface to signal processing devices that have separate data interfaces, e.g. RF tuners, video decoders and encoders, and audio processors.

Features of I2C

- 2-wire serial bus Serial data (SDA) and Serial clock (SCL)
- Half-duplex, synchronous, multi-master bus
- No chip select or arbitration logic required
- Lines pulled high via resistors

I2C Protocol

To enter the master mode, the I2C peripheral must be enabled and the acknowledge bit must be set to zero. This prevents the peripheral acknowledging any potential master and entering the slave mode. In the master mode the LCP2000 device is responsible for initiating any communication. During the I2C bus transfer a number of bus events must occur. The I2C transaction is characterized by start condition, slave address data exchange and stop condition with acknowledge handshaking

- 1. Master sends a unique 7-bit slave device address
- 2. Master sends read/write bit (R/W), If R/W=0 slave receive, R/W=1 slave transmit
- 3. Slave with matching 7-bit device address always sends acknowledge bit (ACK)
- 4. Transmitter (slave or master) transmits 1 byte of data
- 5. Receiver issues an ACK bit for the byte received
- 6. Repeat 5 and 6 if more bytes need to be transmitted
- 7. Master always sends stop condition (P)
 - For write transaction (master transmitting), master issues stop condition (P) after last byte of data
 - For read transaction (master receiving), master does not acknowledge final byte, just issues stop condition (P) to tell the slave the transmission is done

INTERFACING DETAILS/CONNECTIONS

The EPB ARM7 has two 4 pin relimate connectors which brings out the I2C signals. These I2C connectors are routed to a 4 pin relimate connectors, J6 and J7. All I2C channels signals are of +3.3V tolerant. The pin numbers and their corresponding signals are shown below

Pin Number	I2C0(J7)	GPIO
1	VCC	
2	SDA0	P0.3
3	SCL0	P0.2
4	GND	

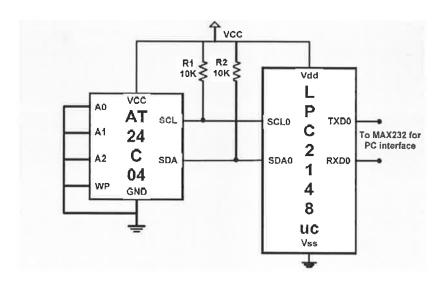


Figure 1: Interfacing EEPROM-AT24C04 with LPC2148

ALGORITHM / FLOWCHART

To write data to the Slave

- Send a start sequence
- Send the I2C address of the slave with the R/W bit Low (Even Address)
- Send the internal register/memory location address to which you want to write the data
- Send the data byte
- Send the stop sequence

To read data from the Slave

- Send a start sequence
- Send the I2C address of the slave with the R/W bit Low (Even Address)
- Send the internal register/memory location address from which you want to read the data
- Send repeated start sequence
- Send the I2C address of the slave with the R/W bit High (Odd Address)
- Read the data byte
- Send the stop sequence

REFERENCES

- Andrew Sloss, Dominic Symes, Chris Wright, "ARM System Developer's Guide
 Designing and Optimizing System Software, ELSEVIER.
- 2. LPC 214x User manual (UM10139) : www.nxp.com
- 3. ARM architecture reference manual: www.arm.com
- 4. Trevor Martin, "An Engineer's Introduction to the LPC2100 series", Hitex (UK)

CONCLUSION

Congratulations!!! Offer from TATA ELXSI! > Inbox





Rekha Y 6 Nov

to me v







engineering creativity



Dear Gauray Sunil Bosale

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. The appointment letter will be handed over to you on the day of joining.

This offer is contingent upon the satisfactory completion of the following pre-employment requirements:

- Academic qualifications to meet the following scores:
 - o 80% and above in 10th
 - o 80% and above in 12th
 - o 75% or 7.5 CGPA and above in Bachelor's

*Take note that all subjects/papers must have been cleared in your first attempt in all the semesters. For purpose of clarity, this offer shall not be extended to you: (a) if you fail in any of the subjects/papers in your first attempt; or (b) if you fail to appear for any subject/paper for any reason whatsoever in your first attempt.

- Verification of all your original documents / certificates.
- Execution of an employment / non-compete / confidentiality agreement and other documents, as applicable on your date of joining.
- Your training location will be Bangalore, upon completion of training, You may be posted in any of our development centre (Bangalore / Trivandrum / Chennai / Pune).

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory. The PDC should be submitted on the date of joining.





Vikas Singh <vssingh@admin.maepune.ac.in

campus selection

2 messages

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

Mon, Oct 29, 2018 at 4:52 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

- Shraddha Rajkuntwar BE E&TC
- 2 Aishwarya Pharate BE Computer
- 3. Pooja Choudhari BE IT

We wish them all the best !!!

Vikas Singh <vssingh@admin.maepune.ac.in>
To: roy mathew <mitaoeroy@gmail.com>

Fri, Jan 4, 2019 at 3:16 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

- 1. Shraddha Rajkuntwar BE E&TC
- 2. Aishwarya Pharate BE Computer
- 3. Pooja Choudhari BE IT

We wish them all the best !!!







Vikas Singh <vssingh@admin.maepune.ac.in>

campus selections

2 messages

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

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

Wed, Jan 9, 2019 at 12:15 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

HCL Technologies has selected the following students

- 1. Shobhit Goyal BE Computer
- 2. Shubham Bhujbal BE Computer
- 3. Rahul Kumbhar BE Mechanical
- 4. Aditya Golawar BE- Electronics

We wish them all the best !!!

(BHUJBAL SHUBHAM)

I UIIC | / UI JUII ZUI // (LIV)

PLM and Hardware)

Inbox



Charles Diwakar A 28 Mar to Charles, Vinodhini, Cam...



Dear Candidate,

Greetings of the day !!!

This is **Charles Diwakara** from the **campus hiring team** of HCL Technologies.

Congratulations you are one of our final selected candidates of 2019 Campus hiring process.

Way forward of your joining process, a list of documents are required to be submitted.

Callmeina dans and Dansierd

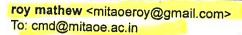




Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection

1 message







Thu, Feb 21, 2019 at 7:21 PM

Softcell Technologies Ltd. has selected

Komal Kumari (BE-Computer Science),

All the best for your future endeavors!

mini@range

E:info@miniOrange.comW:www.miniorange.com



Date: 17/1/2019

Letter of Intent

Dear Yogesh Mahajan,

We are pleased to offer you the full time position of Software Engineer at miniOrange Security Software Pvt Ltd.

You will be reporting to our office at Baner, Pune, Maharashtra. We believe your skills in the Computer Science field and your aptitude for problem solving is an excellent match for our dynamic and fast-paced start-up in the B2B Software Industry.

In this role, you will be likely working on one or more of these security domains: Single Sign On, Multi-factor Authentication, Risk-Based Access, Connectors for world-wide applications, Network Security (DDoS, Brute Force, Web Application Firewall – WAF etc.), Cyber Forensics. The security domain is a constantly improving vast domain with far reaching demand in business and personal space.

The Cost To Company (CTC) for this position is Rs. 6, 00,000 per annum with a tentative start date of July ,2019. Detailed offer letter with break-up of your ctc will be issued to you on your joining date.

Besides working on cutting-edge Security domain, you will also be a part of wellness program which includes fitness sessions, vacation time, sports club membership, healthy meals etc.

We request you to sign this letter as your acceptance of this offer. If you fail to indicate your acceptance within 5 days from the date of issuing theletter, this offer of employment will be deemed to have been withdrawn and cancelled.

We are excited to have you join our team and hope to see you in July!

Yours truly,

For Miniorange Security Software Private Limited

(Authorized Signatory)

I Accept

(Signature of Candidate)



Date: 17/1/2019

Letter of Intent

Dear Yogesh Mahajan,

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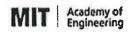
Yours truly,

For Miniorange Security Software Private Limited

(Authorized Signatory)

I Accept

(Signature of Candidate)





Vikas Singh <vssingh@admin.maepune.ac.in>

Simeio Solutions: Campus selections

1 message

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

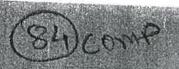
Tue, Feb 26, 2019 at 7:52 PM

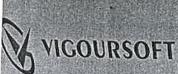
CareerManagement team heartily Congratulates StudentsSelected(2018-19 Batch)

Simeio solutions has selected the following three students

- 1. Gayatri Jawlekar BE Computer
- 2. Sheetal Adki BE I.T.
- 3. Rahul Kumar Sing BE I.T.

We wish them all the best !!!





VigourSoft Global Solutions Pvt. I. A-501, Teerth Technospace, Sr. No. Off Mumbai-Bengaluru Highway, Pt Maharashtra - 411045

Date: 5-4-2019

Mr. Yadnesh Doke Pune, Maharashtra

Dear Yadnesh Doke:

SUB: Offer for Employment - Member of Technical Staff-1

VigourSoft is pleased to offer you the position of Member of Technical Staff-1. In this position you will be reporting to, Project Manager. The starting salary offered for this position is INR 3,50,000/-(Three Lakh Fifty Thousand Rupees Only) per year paid monthly and INR 40,000/-(Forty Thousand Rupees only) as retention bonus and INR 15,000/- (Fifteen Thousand Rupees Only) per month INR 45,000/- (Forty Five Thousand Rupees Only) as Training fee payable by the company. Detailed breakup of Salary and variable have been mentioned in Annex.1 and Annex.2.

Acceptance and Commencement

Your appointment will be effective on your joining date. Please contact us immediately to inform about the exact date of Joining. If you do not confirm your acceptance or we are unable to set Please note that this offer is subject to completion of Degree with First class.

To confirm your acceptance of this offer, you are required to:

- Respond via email to hr@vigoursoft.com/gauri@vigoursoft.com to communicate acceptance of the offer and to confirm your joining date.
- Please report at the following address on the joining date at 10:00 a.m.

VigourSoft Global Solutions Pvt. Ltd. B-605, Teerth Technospace, Next to B U Bhandari Mercedes Showroom, Off Mumbai-Bangalore highway, Baner, Pune 411 045

VIGOURBOFT Global Solutions Private Limited.

Confidential - For Authorized Use Only

This document contains conflicted use only without prior consumer of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of this document is an increase of Vigour Soft, Unauthorized distribution of Vigour Soft, Unauthorized dist





HRD/3T/19-20/12672057

Mr. Aman Kumar Candidate ID: 12672057 C3/206, R K Puram Society, Lane-14, Tingrenagar, Pune - 411015 Maharashtra India Ph: (91) 82372 53312

September 5, 2019

Dear Aman,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources - Infosys Limited

> **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: 2019.09.05 20:19:48 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672057

September 5, 2019

Mr. Aman Kumar Candidate ID: 12672057 C3/206, R K Puram Society, Lane-14, Tingrenagar, Pune - 411015 Maharashtra India Ph: (91) 82372 53312

Dear Aman,

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 October 7, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and conditions a	s 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)

¥	30	COMPENSATION DETAILS (All figures in INR. per month)		
NAME	13	Mr. Aman Kumar		
ROLE		Systems Engineer		
ROLE DESIGNATION Systems Engineer Traince				
1. MONTHLY COMPON	IENTS	× 5		
BASIC SALARY			15,000	
BASKET OF ALLOWANCES		x - 2	4.478	
BONUS / EX-GRATIA (95% of	the eligible amou	int (20% of Basic Salary) being paid out on a monthly basis)	2.850	
MONTHLY GROSS SALARY		it it	22,328	

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)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1,800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

OTHER BENEFITS					
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the employee)					
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aman Kumar	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
I. MONTHLY COMPONENT	'S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	ligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the	150
advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	5,000		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Compone	30,000		
The state of the s			

OTHER BENEFITS						
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the empl						
SALARY LOAN (subject to submission of Trainec Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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: 4 April 2019



To Gawande Sakshi Rajendra,

Sub: Offer Letter

Dear Sakshi,

This is with reference to your application, subsequent interview and discussion you had with us. We are pleased to offer you the position of **Trainee - Software Consultant** with **Knoldus Software LLP**, (hereafter referred to as "Knoldus"). You will report to the Team Lead (Knoldus) and other managers as may be instructed to you from time to time. This offer is subject to the following terms and conditions:

- 1. Your date of joining will be 1st July 2019, Monday.
- 2. This is a full-time position, and you agree to devote all of your business time and attention to the business of the Company during the term of your employment.
- 3. Your place of posting will be **Bootstart Cowork, Baner, Pune** You may be asked upon to work at the other offices of Knoldus (New Delhi, Canada, US and Netherlands) and its customers located in India and abroad.
- 4. Your monthly stipend would be Rs. 15000/- (Fifteen Thousand Only) per month.
- 5. You would be on On-Job-Training for the first 6 months from the date of your joining. Thereafter, on successful completion of the internship, you would be taken on the payroll of the company with the designation as **Software Consultant**. Confirmation would purely depend based on your performance during the internship.
- 6. Upon confirmation, you would be offered a CTC starting **Rs. 4,00,000/- per annum or higher.** The CTC would depend purely on your individual performance and Company performance. The breakup of the same would be provided in the appointment letter issued after confirmation.
- 7. The salary is payable every month as per the statutory norms applicable at your level.
- 8. As discussed and agreed upon a service agreement of 2.5 years with knoldus with an exit amount of Rs. 1.5 Lacs during service period would be an integral part of the offer. The 2.5 years service agreement is including the internship period and excluding the required notice period as per the existing exit policy.
- 9. **Notice Period:** Trainee shall serve 30 (Thirty) days notice period for the duration of the Training period.
- 10. You will submit the following documentation to Knoldus in Noida upon the acceptance of this offer:
 - a. 4 photographs.



- b. Copy of your Mark sheets & degree certificates(from 10th onwards)
- c. Copy of Aadhar card & Pan card.
- d. Copy of your passport
- e. In case you do not have a passport then:
 - i. Proof of birth
 - ii. Permanent residence proof
 - iii. Local residence proof (last 3 months telephone bill, election I card, driving licence)

You are supposed to show the original documents/certificates to Knoldus for verification.

If you accept this offer, please sign this letter, and return them to Knoldus, Noida. This offer will remain open till closing hours of **5th April 2019.** If we do not get confirmation from your side, the offer would be automatically rescinded.

Let me close by reaffirming our belief that the skills and background you bring to the company will be instrumental to the future success of the Company. We believe that the single most important factor in our success has been our people. I look forward to working with you very soon.

Managing Partner

· ·

(BHAVYA AGGARWAL)

Signed and Accepted

(Gawande Sakshi Rajendra)

Canada



To, Ms. Samiksha Rane, A3/602, Lunkad Colonnade 2, Viman Nagar, Pune - 411014 April 26, 2019



Dear Samiksha,

On behalf of Aurochs Software, I am delighted to extend this offer to you. Please review the following information which outlines the details of your offer and if it confirms your understanding, please sign below and return your acceptance.

Your designation will be Analytics Executive at Aurochs Software.

1. Your yearly compensation will be Rs. 3,99,000/- (Rs. Three Lakh Ninety-Nine Thousand only/-). Please see details in Appendix A (Attached)

2. Annual Bonus Program:

You will be eligible to participate in the Company's Performance Bonus Program as applicable to you. The bonus / incentive target opportunity is 100% of your one month's total salary package. Your actual bonus can be higher than the target opportunity and will be based on your performance against your commitments as evaluated during the annual performance review process. Your first eligibility for a bonus will be determined based on your start date. Any subsequent bonus eligibility will occur according to the performance review timetable in place for Aurochs employees at that time. Employee will be eligible for the annual bonus only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No pro rata bonus payment requests will be entertained

- 3. You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the company and will at no time, do or say anything which compromises company's goals or reputations. Some duties that you may have to perform:
 - a. leading small teams to deliver projects undertaken by the office
 - b. developing expertise in various tools and operations
 - c. developing frameworks, processes, tools and/or systems to support different project types
 - d. recruiting and developing people in our office
 - e. assisting in detecting and converting opportunities for Aurochs Software
- 4. The first three months of your employment will be a probation period. At the end of this probation period your employment will be appraised. The management reserves the right



to terminate your employment at any point during the probation period without notice and without any salary in lieu of your notice period.

- 5. Performance reviews will be conducted every 3 months. Salary reviews will happen on an annual basis where matters such as your performance, company profitability and general market conditions will be assessed. Your compensation will be reviewed and assessed based on your performance after each year from the date of your joining. No employee will be entitled to an automatic annual increment, if he or she has not performed in the previous year to the expectation of the management.
- 6. This contract of services can be terminated by a written notice of sixty days by the employee side. However, in case of resignation, Management reserves the right to accept the same from any date during the notice period and no salary in lieu of un-expired notice period would be payable. The notice period is non-negotiable.
- 7. You will be subject to all rules and regulations of Aurochs Software that are in force and shall abide by them. Aurochs polices are available on its drive, which is accessible to every employee, and are updated from time to time. You are expected to be aware of the Aurochs's policies and abide by them.

Aurochs Software 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 Aurochs Software. These can be modified and updated from time to time, and these will be deemed to form an integral part of this offer of employment.
- 8. Aurochs Software operates on a five-day week basis. Your working week will consist of 45 working hours. However, you may be required to work such additional hours as are necessary to meet business needs. You are expected to adhere to the organization's working hours and be present punctually every working day at the office. Your salary and benefits have been calculated to compensate you for all hours worked.
- 9. Leaves and Holidays
 - a. Entitlement to paid annual leave shall be in accordance with Aurochs Software policies as decided from time to time. Leave entitlements are as follows: 16 days casual leave and 6 days sick leave.
 - b. Prior sanction of any leave except sick leave is absolutely necessary.
 - c. In addition to annual leave, employees are entitled to upto 10 company holidays in accordance with Aurochs Software policies.
 - d. Leave will be accrued on a monthly basis according to Aurochs Software policies.
 - e. Any unused leave will expire within 1 year of accrual.



- f. Maternal leaves will be given in accordance with the Maternity Benefit (Amendment) Bill, 2016. 3 days paternal leaves will be afforded to eligible employees.
- 10. At present, you will be posted at our Pune office; however, your services could be transferred to any office, worksite or establishment anywhere in India or abroad.
- 11. You shall follow such rules and regulations regarding discipline, office timings etc. as applicable to the employees of the company and amended from time to time.
 - a. Should you fail to attend work for 3 consecutive days without notifying Aurochs Software without reasonable cause, you will be deemed to have abandoned your employment forthwith.
 - b. You may terminate the employment by giving an advance written notice of 60 days to the company.
 - c. The company may terminate the employment immediately without any notice for performance reasons. In such a case you will be compensated on a pro-rata basis according the number of days in the month of termination that you were employed in addition to one full month's pay as severance.
 - d. Notwithstanding clause 9(a), 9(b) and 9(c), Aurochs Software may terminate your employment without notice in the event of: (i) any act of misconduct or gross negligence in the discharge of your duties or in the conduct of the Company's business; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy, (iv) in case of moral turpitude
- 12. During your service with the company you will not voluntarily or otherwise engage yourself in giving information or advice on matters relating to the activities of the company within India or abroad. You will also not disclose any confidential or any other information on matter concerning the operations of the company.
- 13. You shall recognize, the importance of maintaining secret information and undertake to use such information wholly and exclusively for the benefit of the company. You shall not disclose the same to any person whether as an employee of the company or not, except under general authority in the usual course of business of the company or if so ordered by a court of law with competent jurisdiction. For the purpose of this Undertaking, the term Confidential Information shall mean and include all proprietary, secret information, technical data or know-how, formulae, designs, photographs, drawings specification, software programs, samples and/or any other material bearing data or know-how is marked or stipulated as being "Proprietary", "Confidential", "Strictly Private" or otherwise, using words similar significance. Any sample of the product and/or prototype shall be deemed confidential whether marked or not. Such disclosure may be made either directly

CIN Number: U72300UP2014PTC066230



or indirectly, in writing, orally or by drawings, plans or inspection of products, material parts or equipment.

It is the policy of Aurochs Software to maintain the rights of any party with whom you have confidentiality or proprietary rights agreement. You will not disclose to Aurochs Software or induce Aurochs Software to use the proprietary information of others. By accepting this Letter of Employment, you certify to Aurochs Software that you do not have any existing obligation to others that might be inconsistent with any of the provisions in this Letter of Employment.

- 14. As an employee of the Company and as a condition of employment, you will enter into Proprietary Information, Invention and Non-Competition Agreement on your first day of work. By your acceptance of this offer, you represent and warrant that you have terminated employment with one or more prior employers and that your employment with the Company and the use of any skills and knowledge that you may have by the Company, are not in violation of the terms of any contract that you are a party to or any other applicable provision of the law.
 - a. All works provided by you during your employment with Aurochs Software whether during regular office hours or otherwise shall be the property of Aurochs Software in perpetuity globally, and if so requested you shall do all such things as are necessary to confirm title of such property in Aurochs Software globally in perpetuity.
- 15. At the request of Aurochs Software, or on termination of your employment or on your resignation, you have to deliver to Aurochs Software all the materials like papers, notes, data, reference material, sketches, drawings, memoranda, documentation, software, tools, apparatus and any other material prepared or made, in whole or in part by you at any time during your employment with Aurochs Software
- 16. During and for a period of one (1) year after the termination of your employment with Aurochs Software, you shall not entice away from Aurochs Software any person who has been in employment or under the consultation or under apprenticeship. Further you shall not solicit or seek or attempt to solicit Aurochs Software clients or carry on business with any person, firm or company who has at any time during the twelve months immediately preceding the termination of your employment, carried on business with Aurochs Software, without the prior written permission of Aurochs Software.
- 17. 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 Aurochs and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials.

CIN Number: U72300UP2014PTC066230



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, Aurochs reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies.

Pre-conditions of employment

The terms and conditions laid out are pre-condition for employment. This offer is valid only after you sign the Proprietary Information, Invention and Non-Competition agreement.

- 1. Employment is subjected to successful background verification.
- 2. Non-Disclosure Agreement: You will be required to sign a non-disclosure agreement at the time of joining

You are required to submit the following at the time of joining:

- 3. Photocopies [1set] of educational qualifications (please carry originals for verification)
- 4. 4 passport size photographs
- 5. Relieving letter from the previous employer, if applicable
- 6. Recent salary statement, if applicable
- 7. Photocopy of passport
- 8. Income tax deductions certificate/Form 16 from previous employer
- 9. Experience letter (photocopy) of previous employments.
- 10. Address Proof (if passport not available)

CIN Number: U72300UP2014PTC066230



Samiksha, we are truly excited about your participation with Aurochs Software. We think you bring critical skills to the company and expect you to be an essential part of our team. We look forward to having you on board with us and welcome you to Aurochs Software family. We also look forward to developing a mutually rewarding, long-term relationship with you.

If the above terms and conditions are acceptable to you, please confirm your acceptance. Your date of joining shall not be later than 27th May 2019.

If we do not hear anything from you relating to your acceptance of this offer within six days from the receipt of this letter, the offer made to you shall stand cancelled.

Sincerely,

Sujeet Pillai Director

Aurochs Software

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them on my own free choice and will.

Name Signature Date:

CIN Number: U72300UP2014PTC066230



Appendix A - Compensation Structure

Components of Salary	Per Month	Per Annum
Basic	15,600	1,87,200
HRA	7,800	93,600
Meal Voucher	2,500	30,000
City Compensatory Allowance	2,150	25,800
Gross	28,050	3,36,600
Employer PF	1,950	23,400
Annual Performance Bonus* (Minimum)		30,000
Gratuity		9,000
Cost to Company	30,000	3,99,000
Statu	tory Deductions	
Employee PF	1,800	21,600
Professional Tax	200	2,500
Group Health Insurance Premium*	Coverage of employee is compulsory. Dependent coverage is optional. Total premium will depend on the age of the employee and chosen dependents.	

^{*} Employee will be eligible for the annual bonus only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No prorata bonus payment requests will be entertained.

CIN Number: U72300UP2014PTC066230

^{*}Please note that your CTC includes group health insurance premium. The amount is dependent on the group insurance option you choose at the time of joining. This amount will be deducted from your monthly fixed compensation.



info@proctur.com

2 +91 9971839153

Rw House No:3,Sr.No:22/5,Elite Brookland Near Syngenta, Baner, Pune, MH-411045

74

Date: 15/04/2019

Name: Betwar Amol Arun

Address: Hanuman Ward, Near Jain Mandir, Pandharkawada

RE: LETTER OF OFFER OF EMPLOYMENT - "Software Trainee"

Dear Amol,

Following your interview, we are delighted to offer you the position of 'Software Trainee' with our organization. We are an Educational Software and Solution provider Company & joining 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 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 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: Software Trainee (Pune, Maharashtra)

Joining date: 20/06/2019

Office Timing: Mon - Sat (10:00AM to 7.00PM)

Accept 2019 16-4-2019 Your annual package shall be amounting to INR Three Lakh Fifty Seven Thousand One Hundred and Seventy Three only; break up shall be as follows:

CTC Breakup			
At the Hills	Monthly Amount	Yearly Amount	
Gross Salary			
Basic Salary	15,900	190,800	
House Rent Allowance	4,770	57,240	
Conveyance	1,590	19,080	
Medical	795	9,540	
Other Allowances	3,445	41,340	
Total Earnings (Gross)	26,500	3,18,000	
Deductions		4	
PF (@ 12% on Basic)	0	0	
ESI (@ 1.75% on Gross)	0	0	
Total Deductions	0	0	
In Hand Salary*	26,500	3,18,000	
Other Benefits			
PF (@ 13.61% on Basic)	0	0	
Annual Bonus *	0	30,000	
Gratuity (15 days Basic)	764	9,173	
CTC	27,264	3,57,173	

^{*} Annual Bonus will be given as per the company's and employee's performance. **TDS to applied as per Govt. Norms

Term of employment

- Your term of employment will be for 1.6 years from the date appointment.
 Organization may terminate this Agreement by written notice of 1 month for any reason.
- ii. Your term of employment will begin from the date of joining to 18 months. If you want to leave employment within period 1.6 years then, you should give three months prior notice and shall deposit Six months gross salary before leaving the organization.
- iii. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving letter from the organization & at the same time organization has full right to initiate appropriate legal proceedings against the Employee in case of breach of this employment agreement.

As the need may arise you need to travel to other cities in India or relocate you to other regional office. We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Pooja Sharma| HR Manager - EduSpace Technologies Pvt Ltd | Pune

The above letter - stands valid & a signed hard copy can be collected separately.

Documents to be submitted at the time of Joining:

1. Three Passport Size photographs

2. Copy of Address Proof (Aadhar Card)

3. Copy of Pan Card

4. Copy of Graduation Degree





iD4 Realms Infotech Pvt. Ltd.

8	A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank,
	Baner, Pune- 411045, Maharashtra, INDIA
	+91-9890941979
\times	hr@id4-realms.com

www.id4-realms.com

May 09th, 2019

Offer of Trainee

Yogita Gawde Pune

Dear Yogita,

We reference to your interview with us, we are pleased to offer you a full-time position as **Software Trainee** ("SE Trainee") in our organization.

As a **SE Trainee** you will primarily be involved in design, development and maintaining the quality of products, strategy, business, development, delivery of products, services & solutions offered at iD4 Realms ("ID4", "Company").

This letter sets forth the entire understanding between yourself and iD4 Realms as to your training. You are expected to comply with iD4's policies and procedures, attached Confidentiality and Proprietary Developments Agreement and as per the terms and conditions given below:

- 1. Your date of joining will be 17th June 2019. On joining you will be required to complete all the joining formalities and sign the Confidentiality and Proprietary Developments Agreement.
- 2. As SE trainee your training with ID4 will be for 6 months duration from the date of joining.
- 3. As a SE trainee you will be entitled to a monthly stipend Rs. 12,000/- (Rupees Twelve Thousand only) inclusive of all incentives applicable from the date of joining till the end of the training.
- 4. The terms of this offer letter are confidential. ID4 reserves the right to withdraw this offer without notice if these terms become publicly known.
- 5. This offer is made with the assumption that you have not accepted any other offers from any other companies in India or abroad and that no agencies have applied for any work permits on your behalf. If this is subsequently found that you have misstated or not disclosed such information, ID4 reserves the right to any legal actions to protect its interests.
- 6. This offer is subject to satisfactory reference check of your credentials being conducted by the company, covering your educational qualifications, including certificates and other documents authentication etc.



iD4 Realms Infotech Pvt. Ltd.

2	A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank,
	Baner, Pune- 411045, Maharashtra, INDIA
	+91-9890941979
\times	hr@id4-realms.com
	www.id4-realms.com

- 7. You will seek no full-time internship, employment or part time job or be involved in any way with competitor's business activities either directly or indirectly during your training with the company.
- 8. You will not carry out any other businesses/firm/proprietary company/consult/ be involved in any way either directly or indirectly during your training with ID4.
- 9. You will not at any time, without the consent of the Company disclose or divulge or make public except under legal obligations, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or became known to you, in course of your service or otherwise.
- 10. As an SE trainee, you will be required to give prior written one month's notice or equivalent stipend thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, any incomplete transfer of ongoing jobs or if it requires time to get a suitable replacement, the company will have the discretion to relieve you only at the end of the one-month notice period. The company can terminate your services by giving one month's notice or stipend thereof.
- 11. The company shall have the right to terminate your service without notice, if the information given by you at the time of the interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference-check leads to an adverse check of your credentials.
- 12. The terms of this offer may only be modified in writing by an Officer of iD4.
- 13. Your present posting will be at Pune. However, the company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter.
- During your training you will be covered under the local employment legislation in India.
- 15. Kindly confirm your acceptance of the above terms and conditions and date of joining, before 17th June 2019. In case we do not receive your acceptance in writing by the date mentioned above, this offer shall stand withdrawn automatically. Please send us your resignation acceptance letter or email for the current organization, if applicable.
- 16. Please bring the following documents on the day of joining:
 - a. Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
 - b. Copies of Aadhar Card & Permanent Account Number (PAN) / Passport or driving license.
 - c. 2 latest passport size color photographs of yourself.
 - d. Please report to the HR Department at 10:30 AM on the date of joining at the following address: iD4 Realms Infotech Pvt. Ltd., 301, Fortune House, 3rd Floor, Baner-Pashan Link Road, Near Occasion Lawns, Baner, Pune-411045, Maharashtra, INDIA.



iD4 Realms Infotech Pvt. Ltd.

A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank,
Baner, Pune- 411045, Maharashtra, INDIA

+91-9890941979

hr@id4-realms.com

www.id4-realms.com

Please confirm your acceptance of this training offer by signing and returning the duplicate copy of this letter. This offer of appointment will stand cancelled if you:

- a) Do not report for service within one week's time from the mentioned joining date.
- b) You do not maintain a minimum of 6.0 CGPA after completion of your undergraduate degree
- c) You are found to have arrears/backlogs while joining our organization
- d) You are found to have any past criminal records

We once again welcome you aboard and look forward to working with you.

Thanking you

Yours faithfully,

Accepted the offer on <dd/mm/yyyy>: 13.05.2019

For iD4 Realms Infotech Pvt. Ltd.

Ms. Yogita Gawde





Strictly Private and Confidential

Date: 03/05/2019 Rupa Gengane Suryadip Niwas, Chinchwad, Pune -411062

Dear Rupa Gengane, Sub: Letter of Offer

Thank you for exploring career opportunities with BARE FOOTER SCHOOL. 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 **Data Analyst-Trainee**, which is subject to change as per the business requirements of BARE FOOTER SCHOOL.

Your gross salary including all benefits will be Rs. 3,50,000/- per annum, as per the terms and conditions after successful completion of training for minimum first 6 months.

During your traineeship, you would be paid Rs. **10,000**/- (Rupees Ten Thousand only) per Month. The working hours of your traineeship would be from 10:00 AM to 6:00 PM, on all days from Monday to Saturday.

Kindly confirm your acceptance of this offer online by printing this 'Offer letter' & signing it.

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.

Candidate's Signature

gengene.

PUNE OFFICE: B 132, FIRST FLOOR, SHOPPER'S ORBIT, ALANDI ROAD, ABOVE UNION BANK,
VISHRANTWADI, PUNE-411015
SCHOOL: ACABC, A-2/6, MIDC, SHRIRAMPUR, DIST- AHMEDNAGAR- 413709



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 BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL and who have not been successful in clearing the BARE FOOTER SCHOOL selection process are not eligible to re-apply to BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL 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 six months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which BARE FOOTER SCHOOL would normally confirm you.

Candidate's Signature _____

PUNE OFFICE: B 132, FIRST FLOOR, SHOPPER'S ORBIT, ALANDI ROAD, ABOVE UNION BANK, VISHRANTWADI, PUNE-411015 SCHOOL: ACABC, A-2/6, MIDC, SHRIRAMPUR, DIST- AHMEDNAGAR- 413709



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, BARE FOOTER SCHOOL may terminate your traineeship forthwith. However, BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL's training policy. BARE FOOTER SCHOOL 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

BARE FOOTER SCHOOL 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.

Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per BARE FOOTER SCHOOL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to BARE FOOTER SCHOOL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on BARE FOOTER SCHOOL'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 BARE FOOTER SCHOOL, you are not permitted to

Candidate's Signature

PUNE OFFICE: B 132, FIRST FLOOR, SHOPPER'S ORBIT, ALANDI ROAD, ABOVE UNION BANK, VISHRANTWADI, PUNE-411015
SCHOOL: ACABC, A-2/6, MIDC, SHRIRAMPUR, DIST- AHMEDNAGAR- 413709



Sterlite Technologies Limited

Block 6, Magnet Corporate Park, Nr. Sola Flyover, Thaltej, Ahmedabad - 380059 IND!A Phone: +91-79-66065606 Fax: +91-79-26407640 www.sterlitetech.com



(Please treat this offer as strictly CONFIDENTIAL)

STL/HR/2019-20

Date: 03rd Jun, 2019

Mr. Nilesh Ghayal,

College: MIT Academy of Engineering, Pune

Dear Nilesh,

Sub: Selection Letter

We are pleased to offer you the position of Graduate Engineer Trainee, M7 grade, with Sterlite Technologies Limited (the "Company", which shall include any member of the Sterlite Group) as per the terms and conditions mentioned in this offer letter and in the attached Annexures (which together constitute the "Offer Letter"). Please read the Offer Letter carefully, including your compensation and other details.

- Your appointment as an employee of the Company will be effective on or before your date of joining, i.e. 18th Jun, 2019. For any alternate date of joining the confirmation shall be at the sole discretion of the company.
- 2. You shall operate from Ahmedabad office located in India. The Company may, however, pursuant to giving you reasonable notice, transfer or assign your service to any place of business of the Company that may be presently operating, or which may subsequently be acquired or established, in any part of the world.
- 3. You shall carry out such duties as are assigned to you diligently and during such hours as may be stipulated by the Company from time to time.
- 4. You will be entitled to holidays and avail of leaves as per the Company's policy, as may be amended from time to time. You will adhere to the procedures and norms set by the Company for applying and availing leaves. The Company shall notify a list of declared holidays at the beginning of each calendar year.
- 5. The Employee (only in M3 & Below grade) will be on probation for a period of [6 (six)] months, which may be extended for a further period as the Company may deem fit at its discretion ("Probation Period"). The Training/Probation period for Trainees is of one year viz. traineeship period of 6 months followed by probation period of 6 months.

The notice period/notice pay for discontinuation of service is as follows:

(a) During Training / Probation - One-month (30 days) notice period or basic salary in lieu of notice on either side. Probation clause will not be applicable for employees in grade M2 & above as they are considered as confirmed employees from their date of joining.

Page 1





Please arrange to furnish the following documents before the date of joining (1) Five recent colored photographs (2) Copies of all educational certificates with <u>originals for verification</u> (3) Copies of all Work Experience Certificates (4) Copies of document evidencing your Tax Code, if any (5) Copy of Aadhar Card (Social Security) Number, if any (6) Acknowledged Copy of your resignation letter from prior employment and copy of the relieving letter issued by the previous employer(7) Copy of a non-compete/ confidentiality agreement, if any, signed with the existing employer (8) Copy of PAN Card (9)Copies of medical test reports along with medical fitness certificate.

This offer is effective only upon you returning the second copy of the same, duly signed as a token of acceptance along with an acknowledged copy of the resignation letter to previous employer, within seven (7) days from the receipt of this Offer Letter. If you confirm your acceptance after seven (7) days from the date of receipt of this letter, the offer will be effective at the option of the Company.

From the date of your acceptance of this offer, your employment shall be governed by of this Offer Letter, and the terms of Annexures 1 - 6 attached to this letter shall become binding obligations.

We look forward to your joining the Sterlite family soon and wish you a rewarding and successful career with the Sterlite Group.

For Sterlite Technologies Limited

Abhishek L Singh

Manager - Human Resources, Software

Acceptance & Declaration

I have read and understood all the terms and conditions of employment contained in the offer letter, including all the attached Annexures 1, and sought clarification wherever required. I hereby give my acceptance to the same, and agree to keep the same confidential.

I am aware that Company is free to change the Terms of Employment from time to time, as per organizational policy.

I declare that I do not have any non-compete obligation which shall conflict with Sterlite Technologies Limited.

Name: Wilesh Ghayal

Date: 7/6/2019



Note:

1. Gratuity is payable after five completed years of continuous service, as per applicable law.

2. The Employer shall deduct from compensation, central and state taxes on income, all types of social security contributions, contribution for insurance and such other deductions as the law now or from time-to-time as required. The opinion of Company in terms of deductions will be final.

3. ***Variable Pay / SPLIS payout (if applicable) shall vary from 0 to 150% to maximum prescribed limit as per prevailing guidelines and shall be prorated for the performance period. Any remuneration in the nature of performance based incentive, Variable Pay, SPLIS is strictly discretionary and payable entirely at the option of management. This payment is non-binding and non obligatory on the Company. The Company is not bound to give any reason whatsoever for non-payment of the same. This amount, after its declared to be paid, is payable only in case the employee is in employment on the date of payment, provided further that if the employee is on notice pay, he/she may not be considered.

In addition to the above you are eligible to be covered under: Existing Group Term Life Insurance cover
providing Life Insurance Coverage, Group Personal Accident Insurance coverage and Group Medical
Insurance

**Medical Insurance Premium shall be deducted monthly as per the prevailing guidelines.

5. Annual Increase cycle shall happen effective July 1 and shall be pro-rated for the performance period

6. Compensation & Benefit policies, as applicable, are subject to change with time.

7. Relocation Expenses: In addition to the yearly compensation package, you will be eligible for relocation expenses up to Rs. 15,000/-. This amount will be paid to you at actual or Rs. 15000/-, whichever is less. The bills are required to be submitted within 2 months of joining. This amount would be recovered from you in case you leave before 2 years of your joining Sterlite technologies.

Authorized Signatory

Contact

www.linkedin.com/in/sumit-jamdar-112762126 (LinkedIn)

Top Skills

Python (Programming Language) Core Java

C++

Sumit Jamdar

Software Engineer at Morgan Stanley, Mumbai Pune

Experience

Morgan Stanley Senior Associate November 2021 - Present (7 months)

Mumbai, Maharashtra, India

Credit Suisse

2 years 4 months

ENO-2

January 2021 - November 2021 (11 months)

Pune, Maharashtra, India

ENO-1

August 2019 - December 2020 (1 year 5 months)

Pune

BMC Software Project Intern July 2018 - June 2019 (1 year) Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune B.E., Computer Engineering · (2015 - 2019)

Padmashri Dr.D.Y.Patil Arts, Science & Commerce College, Pimpri, Pune 18.

HSC, Science · (2013 - 2015)

S.M. Dr. D.Y. Patil English Medium School, Shahunagar, Chinchwad, Pune SSC, - · (2003 - 2013)

Contact

www.linkedin.com/in/prajakta-patankar-9039aa165 (LinkedIn)

Top Skills

Engineering SQL Java

Prajakta Patankar

ENO2 - Full Stack Developer at Credit Suisse Pune

Experience

Credit Suisse
Full Stack Engineer
August 2019 - Present (2 years 10 months)
Pune, Maharashtra, India

BMC Software Project Intern July 2018 - June 2019 (1 year) Pune, Maharashtra, India

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed, Dist Pune

Bachelor of Engineering, machine learning, data structures and algorithms, html $\& css \cdot (2015 - 2019)$

(CCK BIRLA GROUP
birlasoft



(CCK BIRLA GROUP



LETTER OF INTENT

Dear Chandan Kumar

Dated: 09/7/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Associate Software Engineer / Trainee with** Birlasoft (India) Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining 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 have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft (India) Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited

chandlan Kuman





FIS Solutions (India) Private Limited CIN: U72200DL1993PTC330116 Upper Ground Floor to 7th Floor, Westend Center One, Survey No. 169/1, Sector II, Aundh, Pune 411007, INDIA

Tel.: 020-6729 1000 www.fisglobal.com

(81)

JR78355/P/GL/23-May-2019

To:

Harshita Bora,

Pune

Subject: Offer of Employment

Dear Harshita,

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 – QA
Grade	FO
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	01 July 2019

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. 38,760	
Performance Bonus	: Rs. 34,884	
Total Compensation	: Rs. 500,000	
Cost To Company	: Rs. 521,778	

Quartely Incentive Plan payout will be made as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

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.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



FIS Solutions (India) Private Limited CIN: U72200DL1993PTC330116 Upper Ground Floor to 7th Floor, Westend Center One, Survey No. 169/1, Sector II, Aundh, Pune 411007, INDIA

Tel.: 020-6729 1000 www.fisglobal.com

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,

Mamta Wasan

Senior Vice President - Human Resources

I, Harshita Bora, hereby agree to the terms and conditions stated above and will join on or before **01 July 2019**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.

CH.BOD

6-6-19

Date:



FIS Solutions (India) Private Limited CIN: U72200DL1993PTC330116 Upper Ground Floor to 7th Floor, Westend Center One, Survey No. 169/1, Sector II, Aundh, Pune 411007, INDIA

Tel.: 020-6729 1000 www.fisglobal.com

ANNEXURE - A	
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Name	Harshita Bora	
Designation	Associate Engineer – QA	

Compensation Breakup:

Particulars	Amount (PM)	Amount (PA)
Basic Salary Sal	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan [^]	13,633	163,592
Employer's contribution to Provident Fund @ 12% of Basic Salary	1,862	22,344
TOTAL FIXED PAY (A)	38,760	465,116
PERFORMANCE BONUS (B) *		34,884
TOTAL COMPENSATION (A+B)		500,000
ANNUAL BENEFITS (C)		
Benefit Particulars		Amount (PA)
Gratuity (As per payment of Gratuity Act)		8,953
Premium paid by the employer for GHMI**		12,570
Premium paid by the employer for GPA**		255
COST TO COMPANY (A+B+C)		521,778

^{*} 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.

Taxes and other statutory deductions/payments as per applicable law.

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048

^{*} Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

^{**} To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details





To, Mr. Saurav Jaiswal, House No. 201, Opposite Shani Mandir, Gulab Bagh, Bihar-854326 September 25, 2019

Dear Sauray,

On behalf of Aurochs Software, I am delighted to extend this offer to you. Please review the following information which outlines the details of your offer and if it confirms your understanding, please sign below and return your acceptance.

Your designation will be Solutions Developer at Aurochs Software.

1. Your yearly compensation will be Rs. 3,99,000/- (Rs. Three Lakh Ninety-Nine Thousand only/-). Please see details in Appendix A (Attached)

2. Annual Bonus Program:

You will be eligible to participate in the Company's Performance Bonus Program as applicable to you. The bonus / incentive target opportunity is 100% of your one month's total salary package. Your actual bonus can be higher than the target opportunity and will be based on your performance against your commitments as evaluated during the annual performance review process. Your first eligibility for a bonus will be determined based on your start date. Any subsequent bonus eligibility will occur according to the performance review timetable in place for Aurochs employees at that time. Employee will be eligible for the annual bonus only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No pro rata bonus payment requests will be entertained

- 3. You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the company and will at no time, do or say anything which compromises company's goals or reputations. Some duties that you may have to perform:
 - a. leading small teams to deliver projects undertaken by the office
 - b. developing expertise in various tools and operations
 - c. developing frameworks, processes, tools and/or systems to support different project types
 - d. recruiting and developing people in our office
 - e. assisting in detecting and converting opportunities for Aurochs Software
- 4. The first three months of your employment will be a probation period. At the end of this probation period your employment will be appraised. The management reserves the right



to terminate your employment at any point during the probation period without notice and without any salary in lieu of your notice period.

- 5. Performance reviews will be conducted every 3 months. Salary reviews will happen on an annual basis where matters such as your performance, company profitability and general market conditions will be assessed. Your compensation will be reviewed and assessed based on your performance after each year from the date of your joining. No employee will be entitled to an automatic annual increment, if he or she has not performed in the previous year to the expectation of the management.
- 6. This contract of services can be terminated by a written notice of sixty days by the employee side. However, in case of resignation, Management reserves the right to accept the same from any date during the notice period and no salary in lieu of un-expired notice period would be payable. The notice period is non-negotiable.
- 7. You will be subject to all rules and regulations of Aurochs Software that are in force and shall abide by them. Aurochs polices are available on its drive, which is accessible to every employee, and are updated from time to time. You are expected to be aware of the Aurochs's policies and abide by them.

 Aurochs Software 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 Aurochs Software. These can be modified and updated from time to time, and these will be deemed to form an integral part of this offer of employment.
- 8. Aurochs Software operates on a five-day week basis. Your working week will consist of 45 working hours. However, you may be required to work such additional hours as are necessary to meet business needs. You are expected to adhere to the organization's working hours and be present punctually every working day at the office. Your salary and benefits have been calculated to compensate you for all hours worked.

9. Leaves and Holidays

- a. Entitlement to paid annual leave shall be in accordance with Aurochs Software policies as decided from time to time. Leave entitlements are as follows: 15 days privileged leave and 8 days casual leave.
- b. Prior sanction of any leave except casual leave is absolutely necessary.
- c. In addition to annual leave, employees are entitled to up to 10 company holidays in accordance with Aurochs Software policies.
- d. Leave will be accrued on a monthly basis according to Aurochs Software policies.

Pune Office: City Vista, A-wing, 3rd



- e. Any unused leave will be carried forward to the next year and can be accumulated up to a total of 45 days or encashed as per the company policy.
- f. The final decision of the encashment will be at the management's discretion and will be in accordance with the Shops and Establishment Act.
- g. Maternal leaves will be given in accordance with the Maternity Benefit (Amendment) Bill, 2017. 3 days paternal leaves will be afforded to eligible employees.
- 10. At present, you will be posted at our Pune office; however, your services could be transferred to any office, worksite or establishment anywhere in India or abroad.
- 11. You shall follow such rules and regulations regarding discipline, office timings etc. as applicable to the employees of the company and amended from time to time.
 - a. Should you fail to attend work for 3 consecutive days without notifying Aurochs Software without reasonable cause, you will be deemed to have abandoned your employment forthwith.
 - b. You may terminate the employment by giving an advance written notice of 60 days to the company.
 - c. The company may terminate the employment immediately without any notice for performance reasons. In such a case you will be compensated on a pro-rata basis according the number of days in the month of termination that you were employed in addition to one full month's pay as severance.
 - d. Notwithstanding clause 9(a), 9(b) and 9(c), Aurochs Software may terminate your employment without notice in the event of: (i) any act of misconduct or gross negligence in the discharge of your duties or in the conduct of the Company's business; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy, (iv) in case of moral turpitude
- 12. During your service with the company you will not voluntarily or otherwise engage yourself in giving information or advice on matters relating to the activities of the company within India or abroad. You will also not disclose any confidential or any other information on matter concerning the operations of the company.
- 13. You shall recognize, the importance of maintaining secret information and undertake to use such information wholly and exclusively for the benefit of the company. You shall not disclose the same to any person whether as an employee of the company or not, except under general authority in the usual course of business of the company or if so ordered by a court of law with competent jurisdiction. For the purpose of this Undertaking, the term Confidential Information shall mean and include all proprietary, secret information,

CIN Number: U72300UP2014PTC066230



technical data or know-how, formulae, designs, photographs, drawings specification, software programs, samples and/or any other material bearing data or know-how is marked or stipulated as being "Proprietary", "Confidential", "Strictly Private" or otherwise, using words similar significance. Any sample of the product and/or prototype shall be deemed confidential whether marked or not. Such disclosure may be made either directly or indirectly, in writing, orally or by drawings, plans or inspection of products, material parts or equipment.

It is the policy of Aurochs Software to maintain the rights of any party with whom you have confidentiality or proprietary rights agreement. You will not disclose to Aurochs Software or induce Aurochs Software to use the proprietary information of others. By accepting this Letter of Employment, you certify to Aurochs Software that you do not have any existing obligation to others that might be inconsistent with any of the provisions in this Letter of Employment.

- 14. As an employee of the Company and as a condition of employment, you will enter into **Proprietary Information, Invention and Non-Competition** Agreement on your first day of work. By your acceptance of this offer, you represent and warrant that you have terminated employment with one or more prior employers and that your employment with the Company and the use of any skills and knowledge that you may have by the Company, are not in violation of the terms of any contract that you are a party to or any other applicable provision of the law.
 - a. All works provided by you during your employment with Aurochs Software whether during regular office hours or otherwise shall be the property of Aurochs Software in perpetuity globally, and if so requested you shall do all such things as are necessary to confirm title of such property in Aurochs Software globally in perpetuity.
- 15. At the request of Aurochs Software, or on termination of your employment or on your resignation, you have to deliver to Aurochs Software all the materials like papers, notes, data, reference material, sketches, drawings, memoranda, documentation, software, tools, apparatus and any other material prepared or made, in whole or in part by you at any time during your employment with Aurochs Software
- 16. During and for a period of one (1) year after the termination of your employment with Aurochs Software, you shall not entice away from Aurochs Software any person who has been in employment or under the consultation or under apprenticeship. Further you shall not solicit or seek or attempt to solicit Aurochs Software clients or carry on business with any person, firm or company who has at any time during the twelve months immediately preceding the termination of your employment, carried on business with Aurochs Software, without the prior written permission of Aurochs Software.



17. 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 Aurochs 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, Aurochs reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies.

Pre-conditions of employment

The terms and conditions laid out are pre-condition for employment. This offer is valid only after you sign the Proprietary Information, Invention and Non-Competition agreement.

- 1. Employment is subjected to successful background verification.
- 2. Non-Compete (if applicable): You will be required to sign a non-compete at the time of joining
- 3. **Non-Disclosure Agreement:** You will be required to sign a non-disclosure agreement at the time of joining

You are required to submit the following at the time of joining:

- 4. Photocopies [1set] of educational qualifications (please carry originals for verification)
- 5. 4 passport size photographs
- 6. Relieving letter from the previous employer, if applicable
- 7. Recent salary statement, if applicable
- 8. Photocopy of passport
- 9. Income tax deductions certificate/Form 16 from previous employer
- 10. Experience letter (photocopy) of previous employments.
- 11. Address Proof (if passport not available)



Saurav, we are truly excited about your participation with Aurochs Software. We think you bring critical skills to the company and expect you to be an essential part of our team. We look forward to having you on board with us and welcome you to Aurochs Software family. We also look forward to developing a mutually rewarding, long-term relationship with you.

If the above terms and conditions are acceptable to you, please confirm your acceptance. Your date of joining shall not be later than 1st October 2019.

If we do not hear anything from you relating to your acceptance of this offer within six days from the receipt of this letter, the offer made to you shall stand cancelled.

Sincerely,

Sujeet Pillai Director

Aurochs Software

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them on my own free choice and will.

Name Signature Date:



Appendix A - Compensation Structure

Components of Salary	Per Month	Per Annum
Basic	15,600	1,87,200
HRA	7,800	93,600
Meal Voucher	2,500	30,000
City Compensatory Allowance	2,150	25,800
Gross	28,050	3,36,600
Employer PF	1,950	23,400
Annual Performance Bonus* (Minimum)		30,000
Gratuity*		9,000
Cost to Company	30,000	3,99,000
Statu	tory Deductions	
Employee PF	1,800	21,600
Professional Tax	200	2,500
Group Health Insurance Premium*	Coverage of employ Dependent coverage is of will depend on the ago chosen de	yee is compulsory. optional. Total premium of the employee and

^{*} Employee will be eligible for the annual bonus only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No prorata bonus payment requests will be entertained.

^{*}Gratuity will be given to the eligible employees in accordance with the Payment of Gratuity Act 1972.

^{*}Please note that your CTC includes group health insurance premium. The amount is dependent on the group insurance option you choose at the time of joining. This amount will be deducted from your monthly fixed compensation.

Bronch - Camputer 2019 Bat Ch

February 5, 2019

Pranav Gade

Pune

SUBJECT: EMPLOYMENT AGREEMENT

Dear Pranav.

I am pleased to offer you the position of **Associate Technical Consultant** with SAS Research and Development (India) Pvt. Ltd. (also referred to as "the Company").

The Company is offering you (the Employee) employment on the following terms and conditions ("the Agreement"):

1 DURATION

The Company agrees to employ you, and you agree to serve the Company in capacity of Associate Technical Consultant effective from July 1, 2019.

2 LOCATION

While you will be based in Pune, India, you may be transferred to any other location.

3 PROBATION

As a new employee, you will be placed on a six (6) months probationary **period**, during which time your progress will be reviewed.

During this period either you or the *Company* may terminate this agreement by giving two (2) week's notice to the other party,

The Company will review your performance before the end of the probationary period, and if your performance has been satisfactory then you will be confirmed as a permanent employee. If not, then your employment will be terminated.

After the probation period, the *Company's* usual notice period, as set out in the "Termination" clauses, will apply.

4 JOB TITLE AND JOB DESCRIPTION

The Company shall prepare, and from time to time in mutual consultation with you revise, and inform you accordingly about the job description that describes your statement of accountabilities, key performance indicators and competencies. A copy is attached for your reference.

New Employment Contract for V1.5 Updated on Nov 15, 2016

Pranav Gade

February 5, 2019

Page 1

V1.5 Updated on Nov 15, 2016 SAS R&D, India New Hire Contract DO NOT AMEND THIS TEMPLATE WITHOUT PRIOR CONSULTATION WITH SRDI HR

O NOT AMEND THIS TEMPLATE WITHOUT PRIOR CONSULTATION WITH SRDI HR

5 COMPENSATION

Your total **achievable compensation** for this position is made up of a fixed salary, retirals and bonus **components** to reflect your Target Gross Compensation ("TGC"), as set out below.

5.1 Fixed Compensation:

The Company shall pay you the amount as mentioned in the Annexure "HR-PG19" as fixed salary, including allowances ("Fixed Compensation").

Salary reviews are undertaken 1 April each year. Increases are based on the Company's and your individual performance.

5.2 On Target Bonus:

You may be eligible to participate in the Company's On Target bonus scheme. Any bonus would be contingent on the Organisation meeting performance targets and you meeting performance expectations of your role.

Any Bonus Payment will be subject to income tax.

You must have commenced employment with the Company, on or prior to the 30th September, in order to be eligible for any bonus payment.

All bonus payments are based on the discretion of the Company.

Please note: You must be an employee of the Company when bonus payments are made, to retain your bonus payment.

6 EXPENSE CLAIMS

The Company shall reimburse the Employee for all reasonable expenses incurred during domestic and/or overseas business travel according to our Travel policy, providing the Employee had prior approval to incur the expense.

7 EMPLOYMENT BENEFITS

The *Employee* shall be entitled to standard employment benefits, provided by the *Company's* policies in effect from time to time. Please refer to the SAS Research and Development (India) Pvt. Ltd., internal website for further details. The amount paid / payable would be subject to applicable tax laws in force at the time these payments become due / are paid.

DATA PRIVACY 8

In accepting employment with SAS, you understand and agree that the Company shall collect and hold your Personal Information and Sensitive Personal Data or Information ('Data') as part of its human resources records, and that such information may be compiled into a database and from time to time and on a need basis it may be transferred to affiliates and third parties within or outside India for lawful business purposes only.

In case you would like to review your Data, make changes or withdraw it or would like to know the purpose of collection of your Data and the details about the intended recipients, the Company shall fully cooperate with you to provide you with such information.

The Company will keep your Data confidential by storing it in secured files and restricted folders. Access to these files shall be limited to Human Resources staff and other persons authorized by Head- Human Resources. You agree that these practices are reasonable security practices and procedures followed by the Company to safeguard your Data.

OWN BUSINESS AND DEVOTION 9

During the term of this Agreement, you shall not engage in any business for your own account or for account of third parties and shall not accept any position in any private or public organisations without the written consent of the Company; and likewise you agree to devote the whole time and attention during normal working hours and at such other times as may be reasonably necessary to the service of the Company.

10 **CONFLICT OF INTERESTS**

The Employee may not sit on any Boards, or be a Director of any Public Company without prior approval. The Employee should not have any outside interests, which could compromise the Company in any way, or would impair or impact on your work performance.

INCAPACITY OF EMPLOYEE 11

Shall you at any time be incapacitated or be prevented from performing your duties by illness, injury, disability or accident or any other circumstances beyond your control (such incapacity or prevention being hereinafter referred to as the "Incapacity"), you shall be required to forward to the Company for approval, satisfactory evidence of the incapacity and its cause.

12 TERMINATION OF EMPLOYMENT

12.1 Conditions

The Company may terminate your employment at any time without any reasons by giving the written notice specified below, or the equivalent fixed salary in lieu of notice, at the Company's option.

Period

Notice

Probation Period

2 weeks' notice

Permanent Employees

6 weeks' notice

The *Employee* may terminate this *Agreement* by giving the *Company* the amount of written notice specified above.

12.2 Summary Termination

The Company may terminate your employment at any time without prior notice if you:

- 12.2.1 commit any serious or persistent breach of any of the provisions of this agreement;
- 12.2.2 have been dishonest, seriously misbehaved, disobeyed the lawful instructions of the directors of the Company or their delegates;
- 12.2.3 are guilty of any grave misconduct or wilful neglect in the discharge of your employment duties;
- 12.2.4 are convicted of any criminal offence other than an offence, which in the reasonable opinion of *the Company*, does not affect your position as an employee.

12.3 Payment of Entitlements on Termination

The payment of any entitlements on cessation of your employment, (for any reason), will only be made once you have complied with your Obligations On Termination as set out below. The Company is entitled to off set any amount of money from your termination payment, to the value of any property not returned, or amounts owing to it.

Note: It may be noted that under Indian Law, there is no requirement to pay terminal compensation for non-workmen except as provided in the contract of employment.

12.4 Obligations on Termination

Upon leaving your employment with the Company for any reason with, the Employee must immediately return to the Company all property, documents and items relating to the business of the Company. This includes, but is not limited to, any car, equipment, mobile phone, credit cards, palm pilot (or similar tool), papers, keys, reports, computers, information and programs, records and documents and other information, in whatever form, relating in any way to the Company. No entitlements will be paid to you until such time as this has occurred.

LEAVE 13

13.1 Privilege Leave (PL)

The Employee is entitled to 25 days per annum, paid annual leave. Please refer to the Company Leave Policy for more details.

The Employee agrees to take leave, provided it is taken at a time when it compliments the working requirements of the Employee's work area, or at a time when the manager may direct the taking of leave, due to operational requirements.

Note: The Company will attempt to meet the Employee's request, however the Employee accepts that this may not always be possible due to work demands.

13.2 Family Care Leave (FCL)

The Employee is entitled up to a maximum of 8 days per annum as paid sick leave for sickness of self as well as immediate family members (spouse, children and parents).

Where sick leave is two days or more, or falls either side of a public holiday, the Employee is required to supply a medical certificate for the time taken.

Note: Please refer to the Company Leave Policy for information on other leave types.

14 UNDERTAKING OF EMPLOYEE

Subject to this Agreement, you agree to devote the whole of your time, attention and skill to this employment during normal working hours and at such other times as may be reasonably necessary, and shall faithfully and diligently perform such duties as may from time to time may reasonably be

assigned by the manager and shall well and faithfully serve the Company, its Subsidiaries or Associated Companies and use your best endeavour to promote the interest of the Company.

It is mutually agreed that the Employee shall observe work rules, instructions and directions, as may from time to time be given to him or her by the Company.

15 CONFIDENTIALITY

You must keep secret during and after your employment all information that you obtain about the business and affairs of the Company, or dients or customers of the Company.

Any document or written material provided by the Company is Company property and must not be removed, passed on, copied or disclosed to third parties except with the Cempany's authority.

If you are requested to do so by the Company, you will enter into such further confidentiality agreements with the Company as the Company may reasonably require.

INVENTIONS AND COPYRIGHT 16

Any materials, drawings or inventions developed by the Employee whilst in the employ of the Company, remain copyright to the Company. Any invention, discovery, improvement or design including materials and drawings that you make whilst in the employ of the Company and in connection with its business, will be the property of the Company. On leaving the Company, you may not remove any documents, proprietorial methodology, printed materials, computer disks, or other materials gained in the course of your employment.

The Employee must immediately provide to the Company all relevant information and do whatever is necessary to enable the Company to obtain any letters patent, design registration or copyright it might require without any special or extra payment to the Employee.

RESTRICTIVE COVENANTS 17

For a period of up to six (6) months after you leave the Company, you will not approach or entice any SAS employee to work with you in your new employment.

You covenant that you will not:

- for a period of six (6) months from the termination of your employment with the Company approach or entice or endeavour to entice away from the Company any person, firm or company which was at the time during the six (6) months before the termination of your employment, a director, employee, consultant, agent, representative, associate or advisor to the Company;
- b accept any employment, which would require you to reveal any confidential information of the Company

18 **EQUAL OPPORTUNITY AND ANTI-DISCRIMINATION**

The Company is committed to a policy of equal employment opportunity. This means that people will be treated equally at work in all situations.

Accordingly, any forms of discrimination including, but not limited to sex, marital status, race, religion, caste, creed, age, sexual preference etc will not be tolerated under any circumstances by the Company. Any employee who engaged in any form of discrimination will be very seriously disciplined or dismissed.

Furthermore, the Company takes very seriously any effort at retribution for, or victimisation of, a person who has made a complaint. Any employee, who does so, will be very seriously disciplined or dismissed.

It is a condition of your employment that you comply with all relevant antidiscrimination laws, and you must comply with the Company's internal procedures for dealing with discrimination or sexual harassment complaints and accept any direction of the Company in respect of sexual harassment or other forms of sexual or other discrimination.

19 **SMOKING**

SAS's workplace is a smoke free environment. Smoking in any SAS office is prohibited.

20 **APPLICABLE LAW**

In case of any dispute, India law shall be applicable.

GENERAL 21

Your appointment is based on the terms set out in this Agreement with its various attachments and the SAS R&D policies.

Please Note that your compensation is strictly between yourself and the Company. It has been determined based on the Company compensation principles and guidelines. The compensation information should be treated as personal and confidential. Disclosing this information to anyone in any written/ verbal/ printed form, unless otherwise required for submission to Financial Institutions for documentation for loan sanctions; shall lead to disciplinary action.

Your appointment is valid subject to timely completion of pre-induction plan set by the company including clearance of employment background checks, pre-employment medical checks and joining the company on designated date agreed with the company.

Pranav Gade, I am delighted you have decided to join us. I wish you a long and successful career with SAS.

Would you please sign both copies of this contract, to signify your agreement, and retain one copy for your own personal records and return the other copy to Soumi Alphons, Head - Human Resources, SAS Research and Development (India) Pvt. Ltd., Level 2A and Level 3, Cybercity, Tower 5, Magarpatta city, Hadapsar, Pune 411 013

Yours sincerely,

Moti Thadani Head - Research & Development

Date: February 5, 2019

ACKNOWLEDGEMENT OF	ACCEPTANCE OF OFFER OF EMPLOYMENT		
I, Pranav Gade, declare that:			
1 have read and understood	these conditions of employment; and		
2 I will abide by these conditions of employment.			
Dated the	day of		
Signed:			
1.00			

Pranav Gade

Associate Technical Consultant

ANNEXURE A: HR-PG19

Compensation Components		Annual (INR)
Basic Salary		171,000
HRA		85,500
Other Allowance*		277,980
LTA		15,000
Provident Fund** (Employers Contribution)	33111	20,520
Fixed Compensation		570,000
On Target Bonus (Indicative %)***		45,600
On Target Earnings		615,600

*Other Allowance: Other Allowance provides flexible options as below:

- Reimbursement of magazines, books and subscription (includes online options) up to a maximum of Rs. 30,000 per annum subject to manager's approval.
- Reimbursement of internet broadband service expenses up to a maximum of Rs. 30,000 per annum subject to manager's approval.
- Car Lease Allowance: As explained in the Car Lease Policy.

You may choose from the flexible options subject to the limit as mentioned above. The amount reimbursed would be non-taxable on producing supporting bills/documents.

- ** Provident Fund: The Employees' Provident Funds and Miscellaneous Provisions Act, provides for compulsory contributory fund for the future of an employee or for his dependents. The company contributes 12% of basic salary towards provident fund. Employees also contribute same percentage towards provident fund, which is deducted from the monthly salary.
- ***On Target Bonus: You may be eligible to participate in the company's On Target Bonus scheme. The amount indicated may increase or decrease as it is contingent on the Organization meeting performance targets and you meeting performance expectations of your role. All bonus payments are based on the discretion of the Company, calculated on a pro-rata basis and subject to Income Tax. You must have commenced employment with the Company, on or prior to the 30th September, in order to be eligible for any bonus payment. You must be an employee of the Company when bonus payments are made, to retain your bonus payment.

ANNEXURE B

Benefits:

SAS supports its employees with the following benefits as per relevant company policies, prevalent at the time of availing the benefits.

	Gratuity		8,225
(§)	Superannuation		25,650
	Education & Certification Reimbursement		- 50,000 -
	Annual Hospitalisation Benefit	50	0,000 to 1,000,000
(i)	Life Insurance		1,298,950
	Personal Accident Insurance		1,298,950
THE P	Employee Wellness		10,000
m	Family Assistance		30,000
B	Adoption Assistance		50,000
11	Work-Life Programs (EAP)		
	Subsidized Cafeteria & Transport		Constitution (Alexander)
191	#ComfortLife Services		

Retirals

Gratuity: Amount of Gratuity mentioned above is only provided for indicative purposes for the year. Gratuity would be receivable subject to completion of 5 years of continuous service with the Company and would be calculated as per the "Payment of Gratuity Act". Currently Gratuity is calculated at 15 days salary based on the monthly basic salary last paid for every completed year of service or part thereof. Gratuity payment would be subject to applicable taxation at the time of making the payment.

Superannuation: Company accrues superannuation at 15% of annual basic salary for all employees. This amount is invested with an insurance company on a monthly basis and attracts returns as per the relevant fund. The vesting period is three years. Amount receivable from the fund at the time of leaving the Company are subject to the rules of the trust / IRDA regulations prevalent at that time. For details on the fund and the vesting period kindly refer company policies and procedures. During the period in service, the amount invested with the fund would be subject to applicable income tax deductions as per the relevant laws in force.

Retirals received at the time of leaving the Company would be subject to Income Tax deductions as per the laws prevalent at that time.

Education & Certification Reimbursement

The Company supports job-related studies & certifications as an effective method of employee development to improve work skills and the quality of the deliverables towards a product as well as to achieve a personal milestone. The Company will reimburse ₹50,000 per year, based on successful completion of an approved education courses or certifications.

Annual Hospitalization Benefit

The company will **cover** you along with your dependents under the Medi-claim **Hospitalization** Benefit from your **date of joining**. You along with your **nominated** dependents are **entitled** to avail an insurance cover **of ₹500,000** to ₹1,000,000 per annum under this scheme.

Life Insurance

The company will cover you under the Group Term Insurance Policy and the premium is paid by the company. The sum insured is ₹1,298,950.

Personal Accident Insurance

The company will pay premium annually to cover you under Personal Accident Insurance scheme from your date of joining, to enable your dependents be entitled for compensation in death or bodily injury due to accident. The sum insured is ₹1,298,950. The coverage is for 24 hours 365 days a year, covered worldwide.

Employee Wellness

Under this benefit, you can choose any health entity of your choice, which is a formally registered health entity (gym/yoga center/sports club/spa) and get bills reimbursed upto an amount of ₹ 10,000 annually. The benefit is also extended for reimbursements of marathon/cycling event/ bicycle rental fees. The payment would be subject to applicable deduction of income tax as per relevant laws in force.

Family Assistance

You are eligible to claim reimbursement towards the day care or parental care expenses upto ₹ 30,000 per annum. You can avail any or both of the benefits upto the limit specified under this policy. The payment would be subject to applicable deduction of income tax as per relevant laws in force.

Adoption Assistance

The company provides financial assistance and paid leave when adopting a child(ren). The company reimburses eligible expenses up to a maximum of ₹ 50,000 for each adoption per family upto maximum of 2 children. The payment would be subject to applicable deduction of income tax as per relevant laws in force.

Work-Life Programs

The company covers you and your family members (spouse, children and dependent parents) for various Work-Life programs, free of charge.

- 24 X 7 Counselling and Support
- Work-Life Enhancement Services
- Work-Life Workshops
- Health Management Programs

Subsidized Cafeteria & Transport

The company provides subsidized lunch facilities for employees. The company provides subsidized transport facilities to travel to work place. The transport is on fixed routes and an employee may avail this facility if it is beneficial to the employee.

#ComfortLife Services

To have-someone-take care of your to-do list right from paying bills, booking tickets, managing laundry to picking up groceries so that you find that balance between family, work and other priorities. It simply means more time to focus on things that you care for, in your life!

Note

All the above benefits are subject to the policies of the company which may change from time to time. The amount paid / payable would be subject to applicable tax laws in force at the time these payments become due / are paid.



iD4 Realms Infotech Pvt. Ltd.

A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank, Baner, Pune- 411045, Maharashtra, INDIA

+91-9890941979

hr@id4-realms.com

www.id4-realms.com



May 09th, 2019

Offer of Trainee

Khushabu Solanke Pune

Dear Khushabu ,

We reference to your interview with us, we are pleased to offer you a full-time position as Software Trainee ("SE Trainee") in our organization.

As a **SE Trainee** you will primarily be involved in design, development and maintaining the quality of products, strategy, business, development, delivery of products, services & solutions offered at iD4 Realms ("ID4", "Company").

This letter sets forth the entire understanding between yourself and iD4 Realms as to your training. You are expected to comply with iD4's policies and procedures, attached Confidentiality and Proprietary Developments Agreement and as per the terms and conditions given below:

- 1. Your date of joining will be 17th June 2019. On joining you will be required to complete all the joining formalities and sign the Confidentiality and Proprietary Developments Agreement.
- 2. As SE trainee your training with ID4 will be for 6 months duration from the date of joining.
- 3. As a SE trainee you will be entitled to a monthly stipend Rs. 12,000/- (Rupees Twelve Thousand only) inclusive of all incentives applicable from the date of joining till the end of the training.
- 4. The terms of this offer letter are confidential. ID4 reserves the right to withdraw this offer without notice if these terms become publicly known.
- 5. This offer is made with the assumption that you have not accepted any other offers from any other companies in India or abroad and that no agencies have applied for any work permits on your behalf. If this is subsequently found that you have misstated or not disclosed such information, ID4 reserves the right to any legal actions to protect its interests.
- 6. This offer is subject to satisfactory reference check of your credentials being conducted by the company, covering your educational qualifications, including certificates and other documents authentication etc.



iD4 Realms Infotech Pvt. Ltd.

8	A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank
	Baner, Pune- 411045, Maharashtra, INDIA

	+91-9890941	979
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	www.id4-realms.com
1000	www.id+ realitis.com

- 7. You will seek no full-time internship, employment or part time job or be involved in any way with competitor's business activities either directly or indirectly during your training with the company.
- 8. You will not carry out any other businesses/firm/proprietary company/consult/ be involved in any way either directly or indirectly during your training with ID4.
- 9. You will not at any time, without the consent of the Company disclose or divulge or make public except under legal obligations, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or became known to you, in course of your service or otherwise.
- 10. As an SE trainee, you will be required to give prior written one month's notice or equivalent stipend thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, any incomplete transfer of ongoing jobs or if it requires time to get a suitable replacement, the company will have the discretion to relieve you only at the end of the one-month notice period. The company can terminate your services by giving one month's notice or stipend thereof.
- 11. The company shall have the right to terminate your service without notice, if the information given by you at the time of the interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference-check leads to an adverse check of your credentials.
- 12. The terms of this offer may only be modified in writing by an Officer of iD4.
- 13. Your present posting will be at Pune. However, the company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter.
- 14. During your training you will be covered under the local employment legislation in India.
- 15. Kindly confirm your acceptance of the above terms and conditions and date of joining, before 17th June 2019. case we do not receive your acceptance in writing by the date mentioned above, this offer shall stand withdrawing automatically. Please send us your resignation acceptance letter or email for the current organization, if applicable.
- 16. Please bring the following documents on the day of joining:
 - a. Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
 - b. Copies of Aadhar Card & Permanent Account Number (PAN) / Passport or driving license.
 - c. 2 latest passport size color photographs of yourself.
 - d. Please report to the HR Department at 10:30 AM on the date of joining at the following address: iD4 Realms Infotech Pvt. Ltd.,
 301, Fortune House, 3rd Floor,
 Baner-Pashan Link Road, Near Occasion Lawns,
 Baner, Pune-411045, Maharashtra, INDIA.



iD4 Realms Infotech Pvt. Ltd.

8

A, Bhagirathi, S.No. 1-3-3, Baner Road, Near IDBI Bank,

Baner, Pune- 411045, Maharashtra, INDIA

+91-9890941979

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hr@id4-realms.com



www.id4-realms.com

Please confirm your acceptance of this training offer by signing and returning the duplicate copy of this letter. This offer of appointment will stand cancelled if you:

- a) Do not report for service within one week's time from the mentioned joining date.
- b) You do not maintain a minimum of 6.0 CGPA after completion of your undergraduate degree
- c) You are found to have arrears/ backlogs while joining our organization
- d) You are found to have any past criminal records

We once again welcome you aboard and look forward to working with you.

21-06-2019

Thanking you

Accepted the offer on <dd/mm/yyyy>:

Yours faithfully,

For iD4 Realms Infotech Pvt. Ltd.

Ms. Khushabu Solanke

M-tech (computer)
2019 Butch
Date of placement: 8th may 2019

This is as

derfore)

www.linkedin.com/in/milindpathak9 (LinkedIn)

Top Skills

Data Analysis

Python

Workday

Languages

Hindi (Native or Bilingual)

English (Full Professional)

Maithili (Native or Bilingual)

Marathi (Limited Working)

Certifications

The Essential Role of the Agile Product Owner

Machine Learning & Data Analytics

Data Science Math Skills

Scrum: Creating Effective Product Backlogs

Agile Principles and Methodologies

Honors-Awards

HiLife Award

Bronze Award

Milind Pathak

Workday Consultant at Hitachi Vantara | Expense | Advance Compensation | Absence

Pune

Summary

Currently working as a Consultant at Hitachi Vantara.

I have worked on following modules- Advance Compensation, Expense, Absence.

I am interested in the field of HRIS, Workday, Data Science and Machine Learning.

Experience

Hitachi Vantara

Workday Consultant

July 2019 - Present (2 years 11 months)

Pune Area, India

Research and Development Establishment, DRDO

Project Intern

June 2018 - April 2019 (11 months)

Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Engineering - BE, Computer Science · (2015 - 2019)

www.linkedin.com/in/vinod-rawool-4b2599149 (LinkedIn)

Top Skills

C#
ASP.NET Web API
.NET Framework

Languages

English (Professional Working)
Hindi (Native or Bilingual)
Marathi (Full Professional)

Vinod Rawool

Microsoft Azure | C# | .Net | Cognizant Pune

Summary

Experience on Microsoft Azure app development and Azure devops (CI/CD). Worked on various component on Azure like APIM, FunctionApp, LogicApp, ServiceBus, StorageAccount, KeyValut etc.

Experience

Cognizant
2 years 6 months

Associate January 2022 - Present (5 months) india

Programmer Analyst January 2021 - January 2022 (1 year 1 month)

Programmer Analyst Trainee
December 2019 - December 2020 (1 year 1 month)
Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Computer Engineering · (2015 - 2019)

Kendriya Vidyalaya 12, Computer Science · (2014 - 2015)

Kendriya Vidyalaya 10 · (2012 - 2013)

www.linkedin.com/in/baendish (LinkedIn)

Top Skills

Adobe Photoshop

Adobe Illustrator

Photography

Bandish Parmar

iCreate

Mumbai

Experience

Beyond & More Freelance Graphic Designer August 2020 - July 2021 (1 year) Mumbai, Maharashtra, India

Digital Commentary
Asso. Creative Director
June 2019 - February 2021 (1 year 9 months)
Mumbai

Education

Maharashtra Academy of Engineering and Educational Research, Pune

Bachelor of Technology - BTech, Computer Science · (2015 - 2019)

Dalmia Public School - India Higher Secondary · (2004 - 2015)

www.linkedin.com/in/akshay-tekam-0630a6123 (LinkedIn)

Top Skills

Amazon Web Services (AWS) Linux JIRA

Akshay Tekam

Software Developer at Quantiphi Pune

Experience

Mantra Labs Software Engineer Trainee April 2021 - December 2021 (9 months) Bangalore Urban, Karnataka, India

Infosys BPM
Senior Process Executive
March 2020 - April 2021 (1 year 2 months)
Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune Bachelor of Engineering - BE, Computer Engineering

www.linkedin.com/in/yogeshrimule-126095168 (LinkedIn)

Yogeshri Mule

Student at MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed, Dist Pune
Pune

Experience

Allianz

Senior Software Engineer September 2019 - Present (2 years 9 months) kharadi

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed, Dist Pune

· (2016 - 2019)

www.linkedin.com/in/soham-walke-79130518b (LinkedIn)

Top Skills

Python (Programming Language)
Oracle SQL Developer
Microsoft Power BI

Soham Walke

Senior Information Technology Executive at Sun Pharma Pune

Experience

SUN PHARMA
Senior Executive Information Technology
January 2022 - Present (5 months)
Mumbai, Maharashtra, India

Tata Technologies Solutions Developer January 2021 - April 2022 (1 year 4 months) Mumbai, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Computer Engineering · (2016 - 2019)

Pimpri Chinchwad Education Trusts College of Engineering, Nigdi, Pune 44

High School Diploma, Computer Engineering · (2013 - 2016)





- Ankita Wankhede

Welcome to Searce, Ankita!

lavanya.pandey@searce...

, me, hemantmax seems.

Dear Ankita,

It was great having a discussion with you during the interview. We are pleased to offer you the position of "Cloud Consultant".

We congratulate you on your appointment and wish you a long and successful career with the Searce family. We are confident that your contribution will take us further in our journey towards becoming the world's most respected process improvement Company. We assure you of our support for your professional development and growth.

The Searce work ethic rests on the pillars of ownership of responsibility, agility, adaptability and continuous improvement. We look forward to working with you and hope that you will find working at Searce a rewarding experience.

Please have a look at your offer letter — You have to send your acceptance as a reply to this email by 27-Apr-2019.

Joining Date : 01-Jul-2019

Timings : 11:00 am

Location: Pune



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: Congratulations !!!!

1 message

Vikas Singh <vssingh@admin.maepune.ac.in> To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Thu, May 12, 2022 at 10:46 AM

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

From: roy mathew <mitaoeroy@gmail.com>

Date: Fri, Aug 3, 2018 at 2:29 PM Subject: Congratulations !!!! To: <cmd@mitaoe.ac.in>

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

- Abhishek Katiyar (IT)
- Abhishek Manish Bedarkar (COMP)

For their selection (a)



1 of 1 12-05-2022, 15:41

Value Labs

ValueLabs Solutions LLP

H-06 Building, Phoenix Infocity Pvt. Ltd., IT/ITES Special Economic Zone, Hitech City 2, Behind Dell Campus, Gachibowli, Hyderabad-500081

www.valuelabs.com

Date: 20/03/2018

TO, TARUN SAINT 968/3, AIR FORCE STATION, VIMAN NAGAR PUNE.

Provisional Offer Of Employment

Dear TARUN

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

- a) From the date of joining till the completion of one (1) year of service, the CTC will be Four (4) Lakhs per annum,
- b) Upon completion of one (1) year of service from the date of joining, the CTC will be revised to Five (5) Lakhs per annum.
- Upon completion of two (2) years of service from the date of joining, the CTC will be revised to Seven (7)
 Lakhs per annum,
- d) Upon completion of **three (3) years** of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of the salary separately at the time of joining.

Your designated date of joining would be $\frac{15}{5}$ Request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely,

for ValueLabs Solutions LLP

Authorized Signatory

William ...



Value Labs

ValueLabs Solutions LLP

H-06 Building, Phoenix Infocity Pvt. Ltd., IT/ITES Special Economic Zone, Hitech City 2, Behind Dell Campus, Gachibowli, Hyderabad-500081

www.valuelabs.com

Date: 20/08/2018

TO, TASNEEM FATEMA

A/24 MAROUN HAGAR,

SEC-3, ANISABAD

PATNA - 2

Provisional Offer Of Employment

Dear TASNEEM

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You will be designated as "

TRADHEE - SE

"your position will carry the following structure of compensation value:

- a) From the date of joining till the completion of one (1) year of service, the CTC will be Four (4) Lakhs per annum,
- b) Upon completion of **one (1) year of service** from the date of joining, the CTC will be revised to **Five (5)**Lakhs per annum,
- c) Upon completion of **two (2) years of service** from the date of joining, the CTC will be revised to **Seven (7) Lakhs per annum**.
- d) Upon completion of **three (3) years** of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of the salary separately at the time of joining.

Your designated date of joining would be 15 Jul 19. Request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely, for ValueLabs Solutions LLP

Authorized Signatory



Value Lais

ValueLabs Solutions LLP

H-06 Building, Phoenix Infocity Pvt. Ltd., IT/ITES Special Economic Zone, Hitech City 2, Behind Dell Campus, Gachibowli, Hyderabad-500081

www.valuelabs.com

Date: 20/03/19

TO, SUNCE KOUL

HUTMARAH, AHANTNAG,

JAMMU & KASHMIR

-192125

Provisional Offer Of Employment

Dear SUNTL

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

- a) From the date of joining till the completion of one (1) year of service, the CTC will be Four (4) Lakhs per
- b) Upon completion of **one (1) year of service** from the date of joining, the CTC will be revised to **Five (5) Lakhs per annum**,
- c) Upon completion of **two (2) years of service** from the date of joining, the CTC will be revised to **Seven (7) Lakhs per annum**,
- d) Upon completion of **three (3) years** of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of the salary separately at the time of joining.

Your designated date of joining would be 15 Jul 19. Request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely, for ValueLabs Solutions LLP

Authorized Signatory



Value Labs

ValueLabs Solutions LLP H-06 Building, Phoenix Infocity Pvt. Ltd.,

IT/ITES Special Economic Zone, Hitech City 2, Behind Dell Campus, Gachibowli, Hyderabad-500081

www.valuelabs.com

Date: 20/08/2018

MOUSE NO 101 EAST

STATION ROAD, GUIZARBAGH

PATHA, BIHAR

Provisional Offer Of Employment

Dear PRAKHAR,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

- a) From the date of joining till the completion of one (1) year of service, the CTC will be Four (4) Lakhs per annum,
- b) Upon completion of one (1) year of service from the date of joining, the CTC will be revised to Five (5)

 Lakhs per annum,
- c) Upon completion of two (2) years of service from the date of joining, the CTC will be revised to Seven (7)

 Lakhs per annum,
- d) Upon completion of three (3) years of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of the salary separately at the time of joining.

Your designated date of joining would be S JUL 19 Request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely, for ValueLabs Solutions LLP

Authorized Signatory

97

Date: September 04, 2018

Mr. Suraj Pagade

Employee ID - ___

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Suraj,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on July, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- 1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Am. 1 ss. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Software Engineering Associate however; Amdoes has a right to vary your role, position and/or department from time to time, according to the needs of Amdoes.
- 3. Remuneration: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdoes reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdoes shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdoes at the end of the probation period, your employment with Amdoes shall automatically stand confirmed from the end of your probation and no separate confirmation. Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

- 6. Amdocs Policies: You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. **Duties and Responsibilities**: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. **Background Checks**: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdoes shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdoes deems it necessary. Your employment with Amdoes shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdoes. Further, in case of continuous absence due to ill health beyond three (3) months, Amdoes reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs

reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdoes:
 - a) Four passport size photographs.
 - b) Copy of your Passport.
 - e) Copy of your PAN Card.
 - d) Copies of your education qualifications certificates.
 - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letters relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

- a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
- b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdoes may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
- d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

18. **Misconduct**: Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:

a) You have seriously or persistently breached any of the terms or conditions of your

employment with Amdoes.

b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.

c) You are convicted of a criminal offence.

d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.

e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own

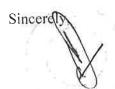
interests or to the interests of its clients.

- f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
- 19. **Retirement**: You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. **Separation and Release Agreement**: Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
- 24. **Indebtedness**: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(°), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdoes or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdoes and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdoes or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdoes has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa.



Shyamakant Mishra, **Authorized Signatory**

Amdocs Development Centre India LLP

Date: September 04, 2018

By signing this Letter, I, the undersigned, Suraj Pagade, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it:

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek Charifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdoes or any of its representatives, agents or employees:

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person

i) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks,

Signature: <u>fagede</u>

Name : <u>Suraj Sambhaji Pagade</u>

Date: 04-5ept-2018

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	INR per annum
1	Basic Salary	190000.00
2.	House Rent Allowance	190000.00
3	Conveyance Allowance	19200.00
4.	Medical Reimbursement	15000.00
5.	Leave Travel Allowance	38000.00
6	Provident Fund (Employer Contribution)	22800.00
	Cost to Amdocs	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdoes policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdoes policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

'Authorized Signatory

Amdocs Development Centre India LLP

Date: September 04, 2018

I, the undersigned. Suraj Pagade, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature: Succaj Sarabhaji Pagade

Date: 04-Sept - 2018







05-Nov-2018

Dear-Amitkumor Arunkumor Mishra, B.Tech/B.E., Information Technology MIT Acodemy of Engineering

Candidate 10 - 12458237

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"):

Durling your probation ceriod of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes un 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 randitions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vague 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 activide the ITPIN while joining the organization. Please refer Annaxure B for more details.

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 50% 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

We look forward to vou joining us. Should you have any further questions or derifications, please log into https://campus/comizant.com

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Etd.,

Suresh Sathovondu 🔭

Global Head-Talent Acquisition

I have read the offer, understood and accept the above me

Signature

Cate:

Cognizant

Annexure A

Decianation.

	A STATE OF THE PROPERTY OF THE STATE OF THE	Vesignation:	Programmer Analyst Trainee	
Sł. No.	Description	×	Monthly	Yearly
Ŧ.	Bosic		8675	104,100
2	HRA @60% of basic*		5205	62,460
3	Conveyance Allowance*		830	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 (pe: annum)			20,000
	Annual Total Compensation			317,000
	Company's contribution towards canafits (Medical, Accident and Life	locusara)		
		mzoronce)		16,000
	Gratuity)#S	2.	5,005
	Annual Total Remuneration			338,005

As an associate you are also entitled to the following additional benefits:

• Florting Medical Insurance Coverage

Name:

Amitkumor Alankumor Mishro

- Round the Clock Group parsonal accident Insurance coverage
- · Group Term Lite Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 colendar 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) Acr, 2017
- # PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly grass 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. Chacse from a bouquet of allowance or benefits
- 2. Redefine your solary structure within prescribed guidelines
- 3. Octimize your earnings
- Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described nersin. The incentive program is discretionary, subject to change, and possed on individual and company performance. It is pro-rated to the duration spent with Cognizent India for a colendar year and will be ablicative or long in 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 Acr. 1.14. On and Jan payroll for the previous quarter and will be subject to rexided stricts as applicable in India. The amount will be pre-toted to the duration spent with Cagnizant India and will be act a dut on the condition that you continue to use the fareign language skill as required by your releptopers/account.
- Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965

Note: Any statutory revision of Provident Func ESI Footification or any other similar statutory consists will result in a change in the Net take ting a solarly and the Annual Grass Compensation will remain the same.

Cognizent has made this offer in good feith other expending significant time and resources in the thiring process. We hope you will isin Land a population Rich Office 115/535, Old Mahabalipuram Rood, Okkiam Thoraipakkam, Chennai - 600 097

catsue another path. Your formal commitment to joining us forms the basis of further planning and client communication of 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 latter career apportunities in the corneany. We lose forward to Login to https:\\onecognizant.cognizant.com->Total Rewards App for more \deltatals









Varadharaj V to me, harshku950@gmail.com 02/11/2018 View details



Dear Harsh Kumar,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitiste Lex ming-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., Foundational, Technical Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at Inforys, you will be administered a pre-training assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
 Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you w_1 go through the regular training program. I am very confident however that, being a future infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please logir, have using the below credentials:

- Login ID: h/wshk950@gmail.com
- Password: ZzelzqLM

Keep learning! Keep winning!

Regards,

Varadharai V.(Vardha).









05-Nov-2618

Decr Vivek Romonandra Zonie, B.Tech/B.E., Information Technology MIT Academy of Engineering

Candidate ID - 12458324

In continuation to our discussions, we are also sed 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.

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rlease note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) warmon standing arrears in your Gladuation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with endence of your right to work in India and other such documents as Cognizant may request.

We lock forward to you joining us. Should you have any further questions or chrifications, please log into https://campus2.com/companies/

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

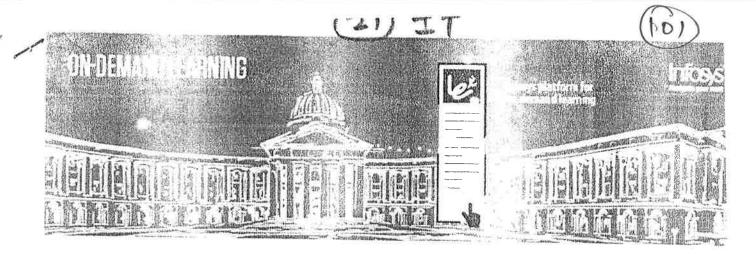
Suresh Bernayanau

Global Head-Talent Acquisition

I have read the offer, understood and occept the above mentioned terms and conditions.

Signature ::

Date.



Dear Shriharsh Ashok Muramkar,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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 - Significant head start compared to peers
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For more information, please login have using the below credentials:

Login ID: sand a transaction and corn.

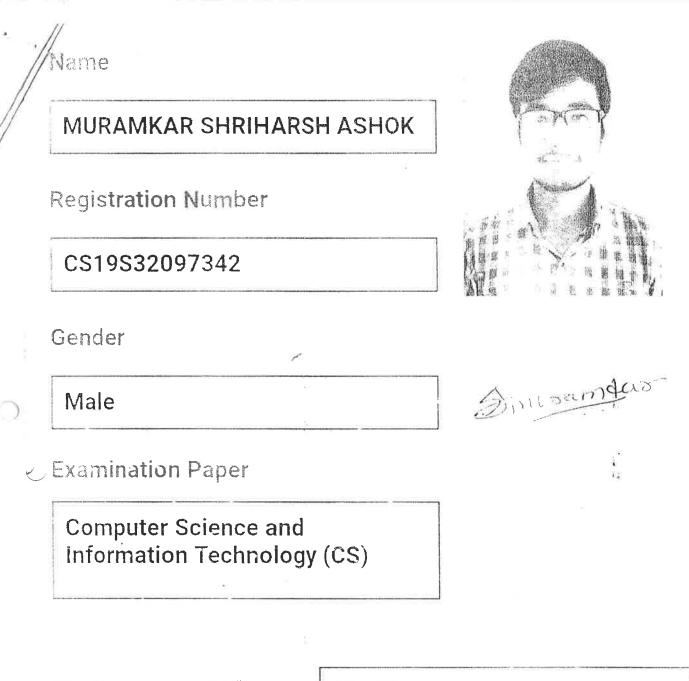
Password: IsT8VDd6

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition



Marks out of 100#

22.67

Qualifying Marks^{##}

29.5

26.6

19.7

General

OBC (NCL)

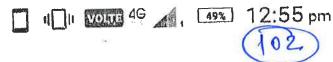
SC/ST/PwD

Noto:

^{*} Normalized marks for multisession papers (CE and ME)

The A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which a valid Category Certificate, if applicable, is produced along with this scorecard.





< Shalesh Kaple 1





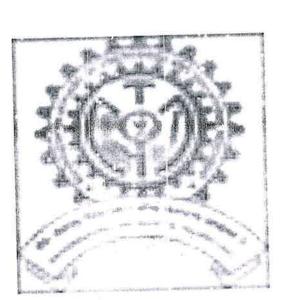
an arratulations on gotti

Congratulations on getting an offer from INFOSYS (on 'Shared Day'). Inbox





CalyxPOD 27/09/2018 to me >



Congratulations on getting Placed

Wish you many more successes in the time to come. Click the button below to view the





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	I.T.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]

Shared Day selections_2019 batch.pdf

	WASSEASTING-OUT BATCH - DISTRIBUTION OF CHOICE FORMS TO THE SECUCIO.	SUTION OF CHOICE FORMS T	O THE SELECTE	Targette C		1			
Choice		Placement College 81	Degree 8E/ME/ Branch	CGPA in Sel	CGPA in Selections in Shared Day Companier FIRE Wipro Cognizant Infosys	Shared Day L	Infosys	Final Choice	Signature
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HRD/3T/19-20/12672047

Mr. Ankit Sharma Candidate ID: 12672047 Survey, No.167/1, Sant Nagar, Lohegoan Pune - 411047 Maharashtra India Ph: (91) 81494 71540

July 08, 2019

Dear Ankit,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.07.08 18:43:53 +05:30 Reason: Offer Letter

Location: Bangalore



HRD/3T/19-20/12672047

July 08, 2019

Mr. Ankit Sharma Candidate ID: 12672047 Survey, No.167/1, Sant Nagar, Lohegoan Pune - 411047 Maharashtra -India Ph: (91) 81494 71540

Dear Ankit,

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 16, 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 point to your confirmation as a permanent employee you will be eligible for 20 working days of leave annu 198

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company of 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 too line.

Agreement | Agreement

Our offer to you as Systems Engineer is subject to the execution of the Service Agreement. The Service Agreement deails 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

Your Total Gross Salary during training will be INR 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer			
Date:	, 20		
Sign your name			
Print your name	Location	7	

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 3 /	Mr. Ankit Sharma	
ROLE .	Systems Enginedr	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS!		
BASIC SALARY • *		15,000
BASKET OF ALLOWANCES		4.478
BONUS / EX-GRATIA (95% of the eligible an	nount (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS					
Scheme Eligible Amount in INR.		Interest	Monthly Instalments	Margin Money (To be borne by the employee)	
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

BE-IT 2019 Bato

ANNEXURE- II (Compensation post Unit allocation)

Mr. Ankit Sharma Systems Engineer	
Systems Engineer	
Systems Engineer Trainee	
	15,000
	4,478
nt (20% of Basic Salary) being paid out on a monthly basis)	2,850
	22,328
	nt (20% of Basic Salary) being paid out on a monthly basis)

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)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1,800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (FGS) (1+2+3)	25,000	

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	5,000		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 20% of FGS)	30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

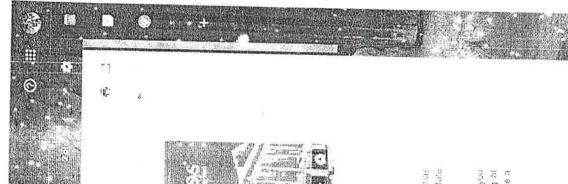
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that 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





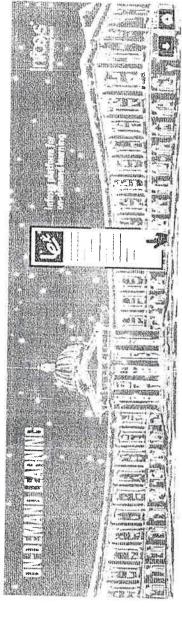




Infosys Lex platform for Campus Recruits

Varadharaj V

进行法文件 ;



Dear Chetan Ramrao Patil

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ne a probability of the substitute states who will be prome integer as require you to entell on our Lex planteer which has been unated for our topology of companies for an endinger, implants, outpubling planteer to be being the new topology output.

get an opportunity to complere the Foundational segment even before you join us at Mysore. Within a week of your joining at The Infosys training program comprises three segments viz., Foundational, Technical Stream and Soft Skills. Through Lex. you Infosys, you will be administered a pre-frainnic assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream, and Soft skills segments of our training program directly!

Benefits of this acceleration

• िक्रमीता धारा भारत श्रम्भ (मृत्यामा

Cognizant (106)



05-Nov-2018

Dear Prosec Ashak Deshporde, BLTecn/BLE, Information Technology /MT Academy of Engineering

Candidate ID - 12458320

In continuation to our discussions, we are aleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 ments, 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 preak 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 terms and conditions and practices in vegue 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 expiranment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the enganization. Please refer Annexure 3 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.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Sulesh Bethavanda

Global Head-Talent Acquisition

I have read the offer, understood and a reunine space mentioned terms and consisting

Signature:

Dale:



HRD/3T/19-20/12671902

September 6, 2019

(107-)

Mr. Yash Sunil Malu Candidate ID: 12671902 Malu Niwas,Gandhi Chowk, Ballarpu.R Prayag Boys, Hostel,Mitaoe,Alandi. Pune - 412105 Maharashtra India Ph: (91) 77094 97773

Dear Yash,

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 December 9, 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.



HRD/3T/19-20/12671902

Mr. Yash Sunil Malu Candidate ID: 12671902 Malu Niwas,Gandhi Chowk, Ballarpu.R Prayag Boys, Hostel,Mitaoe,Alandi. Pune - 412105 Maharashtra India Ph: (91) 77094 97773

September 6, 2019

Dear Yash,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.09.06 08:50:37 +05:30

Reason: Offer Letter Location: Bangalore



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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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.

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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.



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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and	conditions as set forth in this offer letter.
Date:	, 20	
Grader		
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



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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 mature 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 require 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, the Code of Business Conduct and Elnics 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.



ANNEXURE- II (Compensation post Unit allocation)

NAME	(All figures in INR. per month)	The said and Paris Service
ROLE	Mr. Yash Sunil Malu Systems Engineer	
ROLE DESIGNATION	Systems Engineer Systems Engineer Traince	
1. MONTHLY COMPONENTS	O Sacrus Engineer a raince	
BASIC SALARY		
BASKET OF ALLOWANCES		15,000
BONUS / EX-GRATIA (95% of the eligible	A 0000001 (2007 - C.D L. & -	4,478
MONTHLY GROSS SALARY	e amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
I INOSO BALAKI	Marie	22,328

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)	
	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	
GRATUITY - 4.81% of Basic Salary	1,800
FIXED GROSS SALARY (FGS) (1+2+3)	722
(, (, (,,,,	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2.500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Componer	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
FOTAL GROSS SALARY (Inclusive of the incentive Componer	it at indicative payou	t 20% of FGS)	30,000

	ОТНЕ	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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



IT Branch
Infosys
Navigate your next

ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Yash Sunil Malu	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
1. MONTHLY COMPONENTS		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4.478
BONUS / EX-GRATIA (95% of the eligi	ble amount (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		22,328
2. ANNUAL COMPONENT		
	will be paid out in the end of the financial year after adjusting the	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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/19-20/12672057

Mr. Aman Kumar Candidate ID: 12672057 C3/206, R K Puram Society, Lane-14, Tingrenagar, Pune - 411015 Maharashtra India Ph: (91) 82372 53312

September 5, 2019

Dear Aman,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources - Infosys Limited

> **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: 2019.09.05 20:19:48 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672057

September 5, 2019

Mr. Aman Kumar Candidate ID: 12672057 C3/206, R K Puram Society, Lane-14, Tingrenagar, Pune - 411015 Maharashtra India Ph: (91) 82372 53312

Dear Aman,

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 October 7, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and conditions a	s 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)

¥	30	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	13	Mr. Aman Kumar	
ROLE		Systems Engineer	
ROLE DESIGNATION Systems Engineer Traince			
1. MONTHLY COMPON	IENTS	· · · · · · · · · · · · · · · · · · ·	
BASIC SALARY			15,000
BASKET OF ALLOWANCES		x - 2	4.478
BONUS / EX-GRATIA (95% of	the eligible amou	int (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		it it	22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme Eligible Amount in INR. Interest Monthly Instalments (To be borne by the emp				
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Aman Kumar	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
I. MONTHLY COMPONENT	'S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the e	ligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the	150
advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 20% of FGS)	30,000
The state of the s			

	OTHE	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainec Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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







Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: yssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections	
S. No	Branch	No of selections	
1	E & TC	12	
2	Electronics	2	
3	Computer	29	
4	1.7.	15	
5	Mechanical	14	
6	Civil	3	
7	Chemical	1	
	Total	76	

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

> Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted lext hidden]

Shared Day selections_2019 batch.pdf 2507K

Majira	Degree CGPA in pelections in Shared Day Companie			Degree		CGPA in	elections	selections in Shared Day Companie	Сотраніе	Final Choice	Signalum
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6/1/2019

MIT Academy of Engineering Aland Pune Mail - Infosys Lex platform for Campus Recruits



SANDEEP CHAUHAN <sachauhan@it.mitaoe.ac.in>

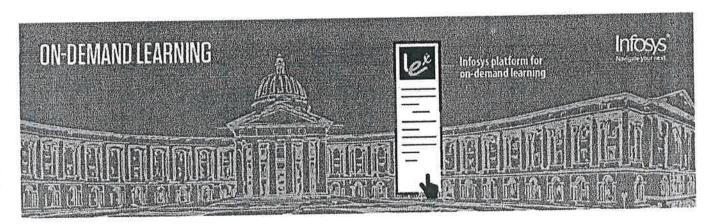
Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>

To: "sachauhan@it.mitaoe.ac.in" <sachauhan@it.mitaoe.ac.in>, "sandeepc701@gmail.com" <sandeepc701@gmail.com>

Fri, Nov 2, 2018 at 12:14 PM



Dear Sandeep Arvind Chauhan,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., Foundational, Technical Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- Login ID: sachauhan@it.mitaoe.ac.in
- · Password: iSdU6bSg





HRD/3T/19-20/12672172



Ms. Shweta Tariaji Ghadage Candidate ID: 12672172 Dhanlxmi Niwas Sai Nagar, Coliny No:2, Pune - 412105 Maharashtra India Ph: (91) 95276 02099

July 30, 2019

Dear Shweta,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.07.30 15:09:08 +05:30

Reason: Offer Letter Location: Bangalore



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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans



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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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.



ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shweta Tanaji Ghadage	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the el	igible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

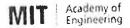
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4,81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

		OTHER BEN	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	L.T.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]

Shared Day selections_2019 batch.pdf 2507K

	2019 PASSING-OUT BATCH = DISTRIBUTION OF COMPANIE CGPA in Selections in Shared Day Companie		Q.	Degree		CGPA in Fe	lections in	CGPA in Selections in Shared Day Companie	Companie	Final Choice	Signature
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Date: September 26, 2018 Ref: LTI/HR/Campus/2019

Name: Jagruti Nandkishore Garia

College: MIT Academy of Engineering, Pune

OFFER OF EMPLOYMENT

Dear Jagruti Nandkishore Garia,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.4,18,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (https://campbuzz.intinfotech.com) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Joji Varghese Sr. HR Manager

I have read the letter and accept the same.

27-09-2018

Signature and Date



ANNEXURE-1

Name : Jagruti Nandkishore G	Garia Date : Se	ptember 26, 2018
Salary Grade : GET(II)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		10,414
Meal Allowance		1,210
Sub- Total (A)	353,688	29,474
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	373,860	31,155
Variable Pay	40,000	
Mediclaim Premium	4,140	
Grand Total	418,000	

Notes:

- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
- The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 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. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.



ANNEXURE-2

Subar South from the Artist	ANNEXURE-2 Eligibility Criteria for Engineering & MCA	Candidates- 2019 Batch
Qualification	B.E./B.Tech. MCA	
Branches:	All Branches Computer Application	
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the complet</u> Diploma/after Graduation. No Year drop allowed.	tion of the entire course i.e after SSC/after HSC or
Course must complete in:	4 years	3 years
	60% & Above OR Equivalent CGPA	
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	considered. • For Diploma Holders, <u>final semester</u> should	exams) given soon after the Main exam will NOT be
Fall out to a City who as A control out to the control out to	Aggregate of 60% & Above <u>OR</u> Equivalent CG	PA
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of all semesters AND all appeared :	subjects(irrespective of the University rule)
3.001108	Provisional/Passing Certificate(of all courses)	must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	re-attempts due to Absenteeism.	rs in all appeared subjects irrespective of the /University. rbal/Practical Re-attempt/ATKTs/Backlogs/Arrears an ns) given soon after the main exam is also considered
	Any pending Re-attempts/ATKTs/Backlogs/Ainterview process) must be attempted and clean	Arrears in the current course (obtained after the
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings an	nd/or convicted for any offence
Pre-Employment Medical Certificate:	- '	the format prescribed by LTI) at time of joining, which ractitioner having a minimum qualification of MBBS
2. I am aware that I may be subject found hiding any information/produ 3. I am flexible to work at any LTI Di 4. I am flexible to work in any techn 5. I confirm that I have NOT appear	the eligibility criteria exactly as stated above. Ed to immediate action by the company at any to be company and to make the company at any to be company and to me based and for any LTI interview process anywhere in the company and cancel the candidature at ANY stages.	emise as per business requirement. on the business requirement. e past 6 months.
Name: JAGR	UTI GARIA	
Mobile No: 860	5077559	
College Name : MIT AC	ademy of Engineeric	ng
Today's Date: 27 - 00	7-2018	Y





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

14th March, 2019

To, Ashish Deepak Nar Room No.7, Vimal Estate Chawl-1, New Shyam Nagar, Near Shankar Mandir, Jogeshwari East, Mumbai- 400060

Position offered: Trainee Programmer

Hi Ashish,

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 Ashish Nar

Mosh



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, 84, 000 /- (Rupees Three Lac & Eighty Four Thousand only) P.A. TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Transport Allowance	36,000.00	3,000.00
Special Allowance	14,400.00	1,200.00
Medical Allowance	36,000.00	3,000.00
Gross	3,38,400.00	28,200.00
Bonus	24,000.00	0.00
Company contribution to PF	21,600.00	1,800.00
CTC	3,84,000.00	30,000.00

^{*}Bonus will be paid proportionately during 2020 Diwali.

Your employment will be effective from 9th July, 2019. 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!

Accepted 10/04/19

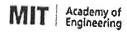
For BITWISE SOLUTIONS PVT. LTD. Sincerely,

diezpy

Arati Joshi Vice President

2 Ashish Nar

An ISO 9001:2008 & ISO 27001:2013 Certified Company





Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

2 messages

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

Mon, Oct 29, 2018 at 4:52 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

- Shraddha Rajkuntwar BE E&TC
 Aishwarya Pharate BE Computer
- 3. Pooja Choudhari BE IT

We wish them all the best !!!

Vikas Singh <vssingh@admin.maepune.ac.in>
To: roy mathew <mitaoeroy@gmail.com>

Fri, Jan 4, 2019 at 3:16 PM

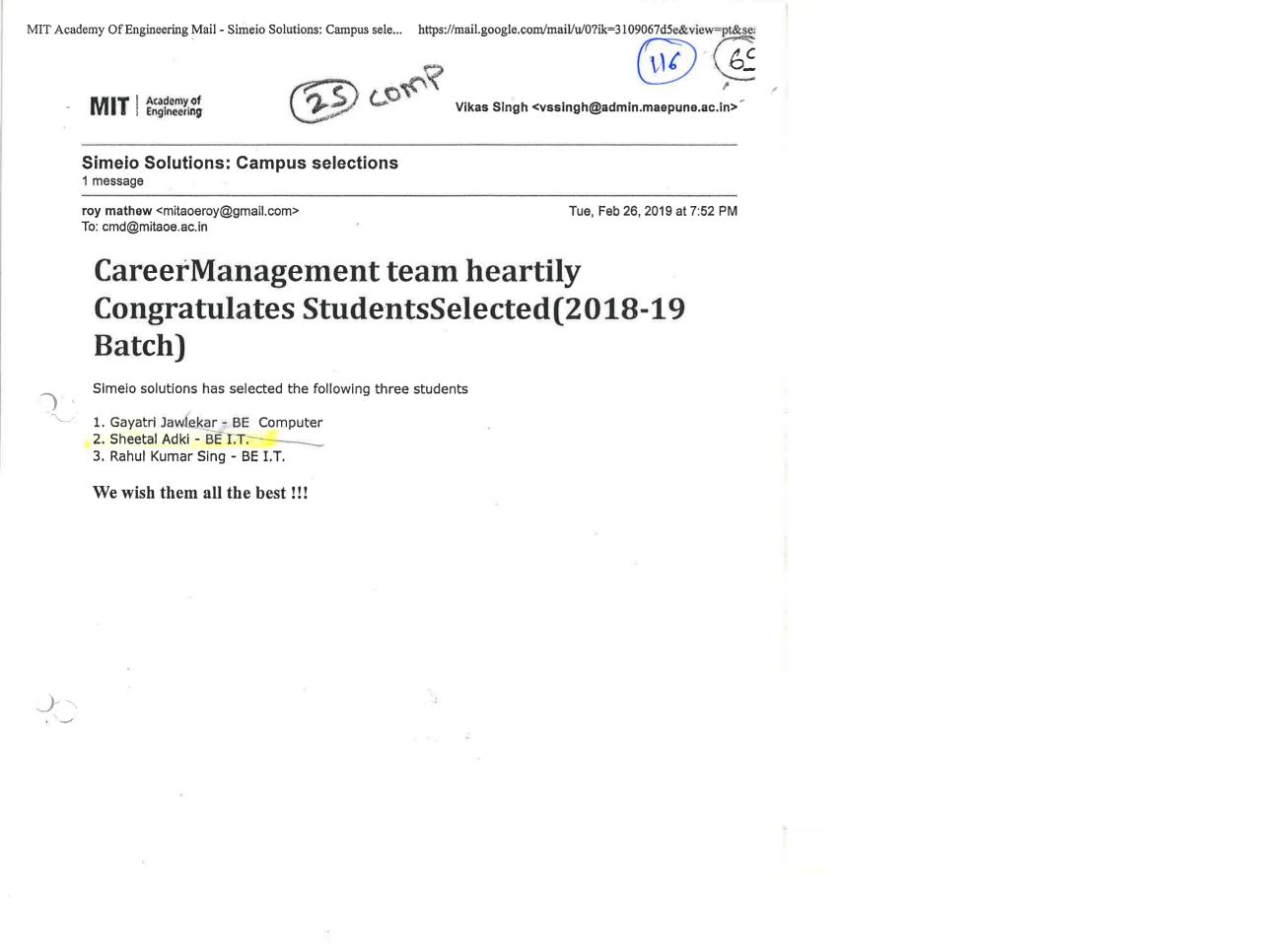
Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

- 1. Shraddha Rajkuntwar BE E&TC
- 2. Aishwarya Pharate BE Computer
- 3. Pooja Choudhari BE IT

We wish them all the best !!!

1 of 1 3/1/2019 11:











Vikas Singh <vssingh@admin.maepune.ac.in>

Simeio Solutions: Campus selections

1 message

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

Tue, Feb 26, 2019 at 7:52 PM

CareerManagement team heartily Congratulates StudentsSelected(2018-19 Batch)

Simeio solutions has selected the following three students

- 1. Gayatri Jawlekar BE Computer
- 2. Sheetal Adki BE I.T.
- 3. Rahul Kumar Sing BE I.T.

We wish them all the best !!!

Private and Confidential

ZENSOFT

27th March 2019

Mr. Prashant Suresh Rathod Alandi, Pune

Subject: Offer for the post of Junior Test Engineer

Dear Prashant,

Welcome to Zensoft!

It was pleasure meeting you and appreciate your interest to explore career opportunity with Zensoft.

At Zensoft we believe we are unique in several ways. We have a historic opportunity of building a world class company. We look for professionals like you who would partner the future growth of the organization. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals.

With reference to your application and our subsequent discussions, we are pleased to offer you an employment with Zensoft Services at the position of Junior Test Engineer on the terms and conditions as mentioned below and in the Appointment Letter that will be presented to you upon acceptance of this offer.

Your annual salary will be INR 4,50,000 Per annum. Please refer Annexure A for detailed break up of your salary. You are expected to treat this information and any changes made therein from time to time as personal and confidential.

This offer of employment is contingent upon you clearing the background verification process that the organisation conducts for every employee.

Minimum marks scored throughout from 10th until the Graduation should be 60% and above.

You are required to report to the Company's office located at Unit. No 601, 6th Floor, Sai Radhe IT Park, Behind Hotel Sheraton Grand, 100+101 Kennedy Road, Pune, India, Maharashtra 411001 on 1st July 2019 and complete the joining formalities. You are required to get copies and originals of all the documents as per Annexure-B herein. Should you fail to report to the Company on the Joining Date, this offer shall automatically stand withdrawn, unless the Joining Date is extended with the prior approval of the Company and communicated to you in writing. The Company shall have a right to revoke this offer, at any time, without stating any reason, before the execution of the Appointment Letter by you.

We look forward to you joining us!

Please endorse your acceptance by duly signing the duplicate copy of this letter on all the sheets at the bottom right corner.

For Zensoft Services Pvt Ltd

Jyothsna Shetty Asst Manager - HR



Private and Confidential

Annexure A

Salary Breakup - Prashant Suresh Rathod

Particulars	Annual	Monthly
Basic	134,830	11,236
HRA	67,416	5,618
Conveyance & Medical Allowance	40,000	3,333
LTA	30,000	2,500
Statutory Bonus	6,996	583
Education Allowance	2,400	200
Mobile Allowance	12,000	1,000
Miscellaneous Allowance	127,700	10,642
Variable Component		
Total Gross	421,342	35,112
Benefits		
Employer ESI Deduction	0	0
Employer Provident Fund	16,176	1,348
Gratuity	6,482	
Other Benefits (Insurance)	6,000	
СТС	450,000	36,460
Standard Deduction	Annual	Monthly
Professional Tax		200
Employee PF	16,176	1,348
Employee ESI	0	0
Income Tax (as applicable)	10	
Total Net "Take Home" salary per month before TDS deduction		33,564

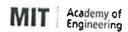
- All above components are subject to Income Tax deduction as per prevailing rules, laws and regulations.
- Statutory Bonus shall be payable as per the payment of Bonus Act
- Gratuity shall be payable as per the payment of Gratuity Act
- ESI shall be payable as per the payment of Employee State Insurance Act
- PF will be payable as per the payment of Employees Provident funds and Miscellaneous Provisions
- Insurance coverage will for be GPA and GMC and personal accident cover for an employee.
- Eligibility of payout of the variable component of salary will be based on achievement of yearly set objectives/KRAs that are mutually agreed and paid out at the end of every year based on your performance for that financial year as per the company policy.
- You will be entitled to receive the applicable proportionate variable component of pay (from the joining date to payout date) if you are associated with the organization till 31st March (end of the financial year) and you are not serving notice period.

ZENSOFT

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Annexure B - Documents to be submitted as part of joining formalities

- 1. 2 Passport size photos
- 2. Identity proof: Any one of
 - a. Passport
 - b. Voter's card
 - c. Driving License
- 3. Current and Permanent Address proof Any one of
 - a. Electricity bill
 - b. Telephone bills
- 4. Date of Birth Proof Any one of
 - a. Birth Certificate
 - b. School leaving certificate
 - c. 10th pass Certificate
 - d. Notarized copy of date of birth proof
- 5. Educational Information: All documents (as applicable)
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - d. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- 6. 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)
- 7. Marriage Certificate (in case of name change for women employees)
- 8. Pan Card (Mandatory)
- 9. Aadhar Card (Mandatory)





Vikas Singh <vssingh@admin.maepune.ac.in>

Vaidehi Baviskar Vigoursoft Offer Letter

1 message

Vaidehi Baviskar <vaidehibaviskar@gmail.com> To: vssingh@admin.maepune.ac.in

Thu, Oct 10, 2019 at 11:58 AM

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

From: Gauri Vaidya <gauri@vigoursoft.com>

Date: Fri, Mar 1, 2019, 2:52 PM Subject: Selection at VigourSoft !!! To: <vaidehibaviskar@gmail.com>

Cc: Kishor Kulkarni <kishor.kulkarni@vigoursoft.com>, Vinay Manglani <vinay@vigoursoft.com>

Dear Vaidehi,

Congratulations on your selection at VigourSoft Global Solutions Pvt. Ltd.!

We are delighted to offer you the position of Member of Technical Staff-1. In this position you will be reporting to, Project Manager. The starting salary offered for this position is INR 3,50,000/-(Three Lakh Fifty Thousand Rupees Only) per year paid monthly and INR 40,000/- (Forty Thousand Rupees only) as deferred bonus payable upon completion of 2 years service.

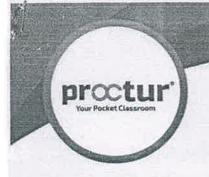
In addition to this, we will also be giving you industry specific training for month or two and expenses of which will be paid by company.

The details of meeting with our CEO will be shared with you soon. We will also hand over the offer letter to you

In the meantime, please don't hesitate to reach out to me, either through email or by calling me directly at 9426502066 if you should have any questions or concerns.

Regards,

Gauri Vaidya HR and Localisation Manager Vigoursoft Global Solutions (P) Ltd. VIGOURSOFT





info@proctur.com

+91 9971839153



Rw House No:3,Sr.No:22/5,Elite Brookland Near Syngenta, Baner, Pune, MH-411045

Date: 15/04/2019

Name: Walunj Nalini Sampat

Address: At - Aurangapur, Post - Rumbhodi, Tal-Akole, Dist - Ahmednagar

RE: LETTER OF OFFER OF EMPLOYMENT - "Software Trainee"

Dear Nalini.

Following your interview, we are delighted to offer you the position of 'Software Trainee' with our organization. We are an Educational Software and Solution provider Company & joining 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 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 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: Software trainee (Pune, Maharashtra)

Joining date: 03/06/2019

Office Timing: Mon - Sat (10:00AM to 7.00PM)

Your annual package shall be amounting to INR Three Lakh Fifty Seven Thousand One Hundred and Seventy Three only; break up shall be as follows:

CTC	Breakup	
	Monthly Amount	Yearly Amount
Gross Salary		
Basic Salary	15,900	190,800
House Rent Allowance	4,770	57,240
Conveyance	1,590	19,080
Medical	795	9,540
Other Allowances	3,445	41,340
Total Earnings (Gross)	26,500	3,18,000
Deductions		. 40.4
PF (@ 12% on Basic)	0	0
ESI (@ 1.75% on Gross)	0	0
Total Deductions	0	0
In Hand Salary*	26,500	3,18,000
Other Benefits		
PF (@ 13.61% on Basic)	0	0
Annual Bonus *	0	30,000
Gratuity (15 days Basic)	764	9,173
CTC	27,264	3,57,173

^{*} Annual Bonus will be given as per the company's and employee's performance.
**TDS to applied as per Govt, Norms

Term of employment

- Your term of employment will be for 1.6 years from the date appointment.
 Organization may terminate this Agreement by written notice of 1 month for any reason.
- ii. Your term of employment will begin from the date of joining to 18 months. If you want to leave employment within period 1.6 years then, you should give three months prior notice and shall deposit Six months gross salary before leaving the organization.
- iii. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving letter from the organization & at the same time organization has full right to initiate appropriate legal proceedings against the Employee in case of breach of this employment agreement.

As the need may arise you need to travel to other cities in India or relocate you to other regional office. We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely

Pooja Sharma| HR Manager - EduSpace Technologies Pvt Ltd | Pune

The above letter - stands valid & a signed hard copy can be collected separately.

Documents to be submitted at the time of Joining:

1. Three Passport Size photographs

2. Copy of Address Proof (Aadhar Card)

3. Copy of Pan Card

4. Copy of Graduation Degree

Walini 16/4/2019

www.linkedin.com/in/akshaykudale (LinkedIn)

Top Skills

C++

Java

IBM Mainframe

Akshay Kudale

Software Developer at Allianz
Pune

Summary

Hands on experience in java, $\,$ PL-SQL Programming Language , $\,$ PL1

JCL,SQL Development, Batch Operations, Agile Development

Comprehensive Knowledge of GIT & GIT HUB , DATA STRUCTURE ,OOPS

Strong engineering professional with a Bachelor of engineer degree (BE) focused in computer science
From MIT, Pune

Experience

CitiusTech Senior Software Engineer February 2022 - Present (4 months) Pune, Maharashtra, India

Allianz

2 years 6 months

Senior Software Engineer November 2021 - February 2022 (4 months) Pune, Maharashtra, India

Software Developer

September 2019 - November 2021 (2 years 3 months)

Pune Area, India

Education

International Institute of Information Technology Bangalore Postgraduate Degree, Software development · (2021 - 2022)

Maharashtra Institute of Technology

Bachelor's degree, Computer Science · (2016 - 2019)



Q Search



Aman Raj



Add Friend



Message

- Studied at MIT Pune
- Went to St. Ignatius School, Aurangabad (Bihar)
- Went to Central academy bariatu ranchi
- Lives in Pune, Maharashtra
- From Aurangabad, Bihār, India
- Single
- See Aman's About Info

Friends

529 (1 mutual)













www.linkedin.com/in/siddharth-ittan-ba2b90156 (LinkedIn)

Top Skills

C (Programming Language)

C++

Data Structures

Siddharth Ittan

Tech Enthusiast | Software Engineer Gurugram

Experience

NEUROSENSUM Software Engineer March 2022 - Present (3 months) India

Newton School Newton School Bootcamp May 2021 - March 2022 (11 months)

- -> Full Stack Web Development along with Problem Solving(DSA).
- -> Technical Stack learned: Java, JavaScript, HTML, CSS, and Bootstrap.
- -> Participated in various Coding contests organized by the platform.
- -> Worked on various projects like Calendar, Avatar Generator, NFT Club(website).

The Trek-O-Mania Adventures Sales And Marketing Specialist June 2021 - December 2021 (7 months) Ahmedabad, Gujarat, India

- -> Leading key campaigns across various marketing channels including developing concepts, pitching internally and externally, planning, delegating, budgeting, and executing to deadlines.
- -> Ensuring invoices are issued in a timely manner for partner activity and log all associated costs and income.
- -> Working productively with marketing and product functions, ensuring that the Product Managers complete the relevant tasks as required.
- -> Working with in-house teams to establish and deliver onsite content and SEO strategies & objectives.
- -> Extracting Data according to the location and the volume of travelers to take decisions accordingly.

Unacademy Youtube Business Team October 2019 - June 2021 (1 year 9 months) Bengaluru, Karnataka, India October 2019 – January 2020

Role: Channel team:

- -> I was responsible to optimize YouTube channel in terms of SEO, thumbnails, and Quality of the ppt
- -> Designed an efficient process for a team of 12 people

-> Tools : TubeBuddy, VidIQ, Biteable

January – February

Role: New Initiative's team:

-> Role was to open new channels for the team, boost them in terms of subscribers and views, and then -> hand it over to the in-house team.

March - April

Role: Social Media team:

-> Thinking out of the box to get content ready for Instagram and share the repository with the team

April 2020 – June 2021

Role: Content Team

- -> Take Content Creator's interviews and hire them
- -> Plan innovation content, Viral videos, and push content Creators to generate revenue. Handling 8 YouTube channels.
- -> Guided my team for better performance and achieving more than the monthly goals by focusing on and by optimizing weekly and daily goals.
- -> Motivated content creators for giving their best and reaching new revenue goals
- -> Managed a team of best educators.
- -> Team size handled by me was 70-80

Education

Savitribai Phule Pune University
Bachelor of Engineering - BE, Information Technology

www.linkedin.com/in/dhiraj-jamge-a79235192 (LinkedIn)

Dhiraj Jamge

Student at MIT Academy of Engineering, Alandi, Pune Pune

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Information Technology · (2016 - 2019)

www.linkedin.com/in/ritesh-narkhede-26231914b (LinkedIn)

Ritesh Narkhede

Student at Maharashtra Academy of Engineering and Educational Research, Pune MIT Women Engineering College, Kothrud, Pune 38 Pune

Education

Maharashtra Academy of Engineering and Educational Research, Pune MIT Women Engineering College, Kothrud, Pune 38 Bachelor of Engineering, Information Technology · (2015 - 2019)

www.linkedin.com/in/virajghorpade-259159186 (LinkedIn) github.com/virajghorpade0912/ HackerRank-JavaScriptCodes.git (Blog)

Top Skills

JavaScript MySQL Reactjs

Certifications

Build Responsive Real Word Websites using HTML and CSS(Udemy Course)

Webpack 4: Beyond the Basics(Udemy Course)

React Hooks (Udemy Course)

HackerRank Problem Solving

React Styled Components v5(edition 2020) (Udemy Course)

Honors-Awards

Project Expo 2019 (A National Level Project Competition)

Viraj Ghorpade

Associate - Technology at Synechron(Javascript | Reactjs | Nodejs | Rust | AWS | Kubernetes)

Pune

Summary

Having experience of working in Reactjs, Nodejs, Rust, MySql, AWS, Kubernetes with highly motivated and leadership skills having bachelors of engineering degree in Information Technology. Eager to learn new technologies and methodologies, Always willing to innovate the new things which can improve the existing technology. A quick learner with great problem solving attitude towards life along with having a good team spirit

Experience

Synechron 2 years 6 months

Associate - Technology April 2021 - Present (1 year 2 months) Pune, Maharashtra, India

Jr Associate

December 2019 - April 2021 (1 year 5 months) Hinjawadi

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Information Technology · (2015 - 2019)

www.linkedin.com/in/pranay-kukadkar-342101147 (LinkedIn)

Top Skills

C (Programming Language)

C++

HTML

Pranay Kukadkar

ETL Developer at Tata Consultancy Services | Expertise in Teradata | Good Knowledge of DWH, SQL/PLSQL

Maharashtra

Summary

Experienced Associate System Engineer with a demonstrated history of working in the information technology and services industry. Skilled in C++, Java, C (Programming Language), HTML, and MySQL. Strong information technology professional with a Bachelor of Engineering focused in Information Technology from MIT Acadamy of Engineering.

Experience

Tata Consultancy Services System Engineer January 2020 - Present (2 years 5 months) Pune, Maharashtra

Education

MIT Acadamy of Engineering
Bachelor of Engineering, Information Technology · (2016 - 2019)

Government Polytechnic College Computer Engineering

Name:	Meghna Priya Associate Engineer		
Designation:			
Salary Band	SB05		
	ensation Break Up		
Cost to Company p.a.		625,000	
Components	Annual	Monthly	
Basic Salary	234,249	19,521	
House Rent Allowance	93,700	7,808	
Education Allowance	2,400	200	
Bonus / Ex-gratia*	25,000	2,083	
Flexible Reimbursement Basket (FRB)**	230,274	19,190	
Retirals			
Gratuity	11,267	939	
Provident Fund (employer's contribution)	28,110	2,343	
Subtotal Retirals	39,377	3,281	
Cost to Company p.a.	625,000	52,083	

- * Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia
- ** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.
- 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR
- 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR
- 3. Transport facility
- 4. Phone Reimbursement
- 5. Leave Travel Allowance
- 6. Professional Development Allowance
- 7. Uniform Allowance (as applicable)
- 8. Optional Retirement benefits (Superannuation & NPS)

Other Employment Benefits	Core Benefits	Flexible benefits options	
Mediclaim Hospitilisation (family Floater, max 5 dependents)	Rs. 4 Lakh p.a. family floater	Upgrade / Downgrade sum insured and dependents as per flexrules either through points or salary deduction	
Personal Accident Coverage (only for employee) - Comprehensive coverage	3 times annual CTC	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction	
Group Term Life Insurance (only for employee, covering natural death & critical illness)	Rs. 20 Lakh as fixed	Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction	
Enhanced health check up (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy	
Gym Membership reimbursement (self and dependent family members)	NA	Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy	
Meal Coupons	As applicable	As applicable	



Date: 10/08/2018

Dear Vijay Balaso Jagtap,

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



 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:

$oldsymbol{\gamma}$ riginal $oldsymbol{\&}$ 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.





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:

Passing of KPIT PACE Assessment (if applicable)

Your joining in the organization is subject to:

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



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): Vijay Balaso Jagtap
Signature:	Signature:
_	
Date: 10/08/2018	Date:/20
	Place:

Education & Competency Development

ECoDe

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.

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

^{*} 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.



*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)



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area Waluj, Aurangabad 431 136 | Fax + 91 240 2564540 Maharashtra, India

Tel + 91 240 6653700

www.varroc.com

email: varroc.info@varroc.com

CIN: U28920MH1988PLC047335



Date: 21 August 2018

To, Divya Godse MIT, Pune

JOB OFFER LETTER

Dear Divya Godse,

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,

Harsimran Sethia

Chief Human Resource Officer

Varroc Engineering Limited Regd. & Corp. Office

L-4, MIDC, Industrial Area Walui, Aurangabad 431 136 | Fax + 91 240 2564540 Maharashtra, India

Tel + 91 240 6653700

email: varroc.info@varroc.com www.varroc.com

CIN: U28920MH1988PLC047335



SI. 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	
(C)	Uniform Cost (Monthly)	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

Harsimran Sethia

Chief Human Resource Officer



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area Waluj, Aurangabad 431 136 | **Fax** + 91 240 2564540 Maharashtra, India

Tel + 91 240 6653700

email: varroc.info@varroc.com www.varroc.com

CIN: U28920MH1988PLC047335



Date: 21 August 2018

To, Sagar Kakade MIT, Pune

JOB OFFER LETTER

Dear Sagar Kakade,

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,

Harsimran Sethia

Chief Human Resource Officer

Varroc Engineering Limited Regd. & Corp. Office

L-4, MIDC, Industrial Area Waluj, Aurangabad 431 136 **Fax** + 91 240 2564540 Maharashtra, India

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CIN: U28920MH1988PLC047335



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- 4. 4 Passport Size Photographs

Harsimran Sethia

Chief Human Resource Officer

Sagar Kakade



05-Nov-2018

Dear Vinit Jagdole, B.Tech/B.E., Electronics & Telecommunication Engineering MIT Academy of Engineering

Candidate ID - 12458275

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 vague and those that may change from time to time. Your compensation is highly confidentic! and if the need arises, you may discuss it only with your Monager.

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.

- 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

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://compus2cognizent.com

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: Yadule

Date: 18/4/19



Annexure A

Name:

Vinit Jagdale

Designation:

Programmer Analyst Trainee

SI. 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, an 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 Mcternity 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.

<u>Note</u>: 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 foith after expending significant time and resources in the himg process. We hope you will join us, but appreciate your right to

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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

ENTC Branch 2019 BatCh

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ognizant

05-Nov-20]8

Dear Ashish Gangakrishna Gupta, B.Tech/B.E., Electronics & Telecommunication Engineering Mahatashtra Academy of Engineering .

Candidate

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

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:

Ashish Gangakrishna Gupta

Designation:

Programmer Analyst Trainee

SI. No.	Description	Monthly	
4:	Basic		Yearly
2	HRA @60% of basic*	8675	104,100
3	Conveyance Allowance*	5205	62,460
4		800	9,600
	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	
7	Special Allowance*		24,000
	Annual Gross Compensation	5779	69,348
	Incentive Indication (per annum)**		297,000
	Annual Total Compensation		20,000
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	Gratuity		
	Annual T at In		5,005
	Annual Total Remuneration ou are also entitled to the following additional benefits.		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 solary 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

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 Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Cognizant

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

Login to https:\\onecognizant.cognizant.com:>Total Rewards App for more details

E-87 C-Branch 2018 - 2019 Batch



05-Nov-2018

Dear Yashashvi Gupta, B.Tech/B.E., Electronics & Telecommunication Engineering MIT Academy of Engineering

Candidate ID — 12458305

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 on 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://campus2cagnizant.cognizant.com

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: Yashashvi.

Date: 16/04/19



Annexure A

Name:

Yashashvi Gupta

Designation:

Programmer Analyst Trainee

SI. 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 all 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.

<u>Note</u>: 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.

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05-Nov-2018

Dear Aman Kumar, B.Tech/B.E., Electronics and Communication Engineering MIT Academy of Engineering

Candidate ID - 12458243

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 truining 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.cog

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: Aman Kuman

Date: 16 04 2019

partie (3)



Annexure A

Name:

Aman Kumar

Designation:

Programmer Analyst Trainee

SI. No.	Description	Monthly	Yearly
1	Bosic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Coriveyance 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
2	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

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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.

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Cognizant



05-Nov-2018

Dear Nakul Satish Kulkarni, B.Tech/B.E., Electronics & Telecommunication Engineering Maharashtra Academy of Engineering

Candidate ID - 12458296

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.

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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://campus2cognizunt.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: 19/4/19



Annexure A

Name:

Nakul Satish Kulkarni

Designation:

Programmer Analyst Trainee

SI. 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
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- 2. Redefine your salary structure within prescribed guidelines
- 3. Optimize your earnings
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pursue another path. Your formal commitment to joining us forms the basis of further plaining 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.

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HRD/3T/19-20/12671930

Mr. Shashi Prabhat Sharma
Candidate ID: 12671930
C/O Mithlesh Kumar Sharma, Silout,
Bihar /O Mithlesh Kumar, Sharma, Silout
Muzaffarpur - 842002
Bihar
India
Ph: (91) 80070•32281

July 08, 2019

Dear Shashi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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: 2019.07.08 18:43:15 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12671930

July 08, 2019

Mr. Shashi Prabhat Sharma Candidate ID: 12671930 C/O Mithlesh Kumar Sharma,Silout, Bihar /O Mithlesh Kumar,Sharma,Silout Muzaffarpur - 842002 Bihar India Ph: (91) 80070 32281

Dear Shashi,

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 16, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and	conditions as set forth in the	his offer letter.
Date:	, 20		
Sign your name		Ą	
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



25,000

25,000

ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Shashi Prabhat Sharma	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		
MONTHLY GROSS SALARY		
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly ba	will be paid out in the end of the financial year after adjusting the asis)	150
3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Sa	lary	1,800
GRATUITY - 4.81% of Basic Salary		

		OTHER BENI	EFITS	41
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

FIXED GROSS SALARY (1+2+3)

TOTAL GROSS SALARY

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 is subject to the fulfilment 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR, per month)	
NAME Mr. Shashi Prabhat Sharma		
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
I. MONTHLY COMPONENTS		15,000
BASIC SALARY		
BASKET OF ALLOWANCES		4,478
	ble amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328	
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly ba	will be paid out in the end of the financial year after adjusting the sis)	150
3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Sal	1,800	
GRATUITY - 4.81% of Basic Salary		722
FIXED GROSS SALARY (FGS) (1+2	+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
FRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS					
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)	
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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/19-20/12671926

Mr. Sandeep Kumar Bhagat Candidate ID: 12671926 104-,Durga Mandir Road, Bhagat Muhalla, Dist-Bhagalpur Naugachia - 853204 Bihar India Ph: (91) 77989 20415

July 09, 2019

Dear Sandeep,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.07.09 02:15:21 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12671926

July 09, 2019

Mr. Sandeep Kumar Bhagat Candidate ID: 12671926 104-,Durga Mandir Road, Bhagat Muhalla, Dist-Bhagalpur Naugachia - 853204 Bihar India Ph: (91) 77989 20415

Dear Sandeep,

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 February 10, 2020.

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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources - Infosys Limited

I have read, understood a	and agree to the terms and co	onditions as set for	orth 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

Exhibit A

The Foundation Program Training (FPT)

The FPT may consist of several training modules (hereinafter the terms "module" and "program" are used interchangeably).

Currently there are two training modules, namely:

- (i) Technical Training; and
- (ii) Management Skills Training

Technical Training further comprises of 2 distinct modules

- (i) Generic Stream; and
- (ii) Technology Specific Stream

All references to "Technical Training" shall include both Generic Stream and Technology Specific Stream.

I. <u>Technical Training:</u>

The Engineer would be required to undergo Technical Training in all or any of the following Company designed courses as a specified program. The curriculum may be modified based on the Company's requirement from time to time. At present there are two modules (also called streamprogram) of technical training as enumerated below:

- a) <u>Generic Stream Program:</u> programming principles, database concepts, quality systems concepts, computer hardware & S\software, UI design is sues and other subjects.
- b) <u>Technology Specific Stream Program:</u> mainframe systems or internet based systems or open systems or A \$400 systems, stream project and other subjects.

II. Management Skills Training:

Every Engineer shall undergo pre-determined management skills program during and as a part of the FPT. These program would cover communication skills and business skills and such other components as the Company may determine from time to time depending upon varying business requirements of the Company.

It is mandatory that every Engineer qualifies in the manner specified both in Technical <u>Training</u> and Management <u>Skills</u> Training. All evaluation criteria and training process / methodology shall be exclusively determined by the Company and may be reviewed by the Company from time to time.

Disty.		
************	850.000 2 2 2 2 2 2 4	
COMPANY	ENGINEER	SURETY



ANNEXURE - I (Compensation during the Training Period)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sandeep Kumar Bhagat	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

		OTHER BEN	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sandeep Kumar Bhagat	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		2,850
MONTHLY GROSS SALARY		22,3 28

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)		30,000	

	ОТНЕ	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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



Infosys Navigate your next

ANNEXURE - III

NON-COMPETE AGREEMENT

Ι,	do hereby acknowledge and confirm the following:-
agree to	epting employment with Infosys Limited ("Infosys"). Now, as per the presents below, the following terms herein, and acknowledge that this is a material condition of my the Infosys Limited.
	red, on behalf of Infosys, to provide services to, or solicit business from, various clients of om I performed services as a Company employee (each such client hereinafter referred to as a
	ration of the above, I agree that for a period of six (6) months following the my employment with Infosys for any reason, I will not:
capacity	any Offer of Employment from any Customer, where I had worked in a professional with that Customer in the twelve (12) months immediately preceding the termination of byment with Infosys;
such Na	any Offer of Employment from a Named Competitor of Infosys, if my employment with ned Competitor would involve me having to work with a Customer with whom I had in the twelve (12) months immediately preceding the termination of my employment with
	tes of this Non Compete Agreement, "Named Competitor" shall mean the following entities by owned subsidiaries:-
ii. Accentu iii. Internat	asultancy Services Limited e Limited onal Business Machines Corporation t Technology Solutions Corporation imited
Place:	Employee Signature:
Date:	Employee Signature. Employee Name:
Acknowledged	by Infosys Limited:



ANNEXURE - IV

INFORMATION SHEET

Name:

Candidate ID:

1. Role and Competency Based Organization

Infosys Limited ("Infosys" or "Company") has a role and competency based structure. A 'role' is defined as a set of responsibilities and accountabilities assigned to or expected to be carried out by a person or group.

All HR processes such as selection, training requirements, career planning, growth and compensation and benefits are based on this structure.

At Infosys, for senior management, there are titles such as Associate Vice President, Vice President, Senior Vice President and Executive Vice President. For employees holding such titles, all policies related to compensation and benefits are based on the title and role of the individual.

2. Probation period and confirmation as a permanent employee

You will be on probation for a period of 12 months post completion of your training and allocation to the Unit. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.

In addition to your performance during the probationary period, your confirmation as a permanent employee is subject to your submitting the documents required by the Company. Two copies of the following (To be provided on the date of your joining the Company. Please refer to the clause on 'Background Checks' for further details) will constitute the required documents:

- 1. Class 10 (or equivalent) Marks Sheet/s
- 2. Class 12 (or equivalent) Marks Sheet/s
- 3. Graduation Marks Sheet/s
- 4. Final Graduation Degree Certificate
- 5. Post-Graduation Marks Sheet/s (if applicable)
- 6. Diploma Certificate (if applicable)
- 7. Relieving letter/ experience letter (in case you are already employed) from all previous employers (as applicable)
- 8. Passport
- 9. National Skills Registry
- 10. PAN Card ("Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to Infosys Limited is mandatory. Please disclose your PAN to Infosys on or before 30 days from the day of joining and note that disclosure of PAN is a pre-condition for your confirmation into the system").

3. Leave

You will be eligible for 15 working days of Earned Leave annually during your probation and for 1st and 2nd year of your service. This shall be credited on a quarterly basis as per the table below:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	4	4	4	3	15

Please note that in above table quarter 1 denotes the quarter you have joined and should not be read by fiscal year quarter definition.



Illus tration:

If an employee joins the Company in quarter two of the fiscal year 2019-20, the quarter two of the fiscal year 2019-20 will be considered as the first quarter for the purpose of leave credit. Please note that leave days shall be credited on a pro-rata basis in the first quarter of your employment.

You will be eligible for 20 working days of leave annually, post your confirmation and completion of two years with the Company. The same will be credited from the quarter following your confirmation, in the below pattem:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	5	5	5	5	20

Further details will be provided to you at the time of joining.

4. Business Related Expenses

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

5. Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet of this letter. The mode of payment for Financial Year 2019-20 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. The mode of payment for each Financial Year will be determined at the beginning of the same.

Illus tration:

Bonus amount mentioned in the Compensation Details sheet (at 100%) for a certain employee is INR. 1,000 per month. 95% of this amount, i.e. INR. 950, would be paid out to the employee per month. The balance amount of INR 50 per month shall be consolidated and paid out at the end of the fiscal year.

6. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

7. National Pension Scheme

We offerall our India based employees the option to contribute towards the National Pension Scheme. Any contribution made by an employer to the employee's Tier I NPS account will be exempt from taxes for the employee. This would be over and above the INR 1.5 lakh exemption limit defined under section 80C of the IT Act. The exemption from taxes is available for a maximum contribution of 10% of your Basic Salary of the employee in a Financial Year.



Details

Your contribution to NPS will be carved out of your Basket of Allowances (BOA) as a separate component and will be equal to the amount you intend to allocate under NPS. This amount will be directly remitted to the POP* Bank associated with Infosys. BOA less NPS will continue to be paid through monthly payroll.

A maximum of 20% of your Basic salary can be allocated towards NPS. A minimum contribution of INR 6,000 is required annually and INR 500 per contribution.

You can open a Tier 1 account with ICICI Bank if you wish to contribute to NPS. If you already have an existing Tier 1 account with any other bank, you will need to transfer the same to ICICI Bank as that is the Point of Presence Bank for Infosys employees.

You can read the Policy, FAQs and the process document available on our Intranet for all the details once you join. The ICICI branches on our campuses will also help you with your queries.

8. Information Security

The role and responsibilities related to Information Security for all employees are outlined in the Information Security Policy of Infosys, which every employee is expected to abide by. All Information Security standards and guidelines will also be applicable to you. In addition, for roles that are privy to more sensitive information, specific Information Security responsibilities will be communicated at the time of joining.

9. Extension of Date of Joining

As per the Company policy, extension in Date of Joining will be granted only once based on medical exigencies. The request for extension must be supported with documentary evidence (Medical records and certificate). The request for extension can be sent to offer_extension@infosys.com at least a week before the initial date of joining. Granting this extension is solely at the discretion of the Company.

10. National Skills Registry

Infosys has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service and quality, and in order to do this, we have maintained a strong focus on compliance. The "National Skills Registry" of NASSCOM, ensures more effective information security standards. In case you have not registered yourself with National Skills Registry, you would be required to do soprior to your joining Infosys Ltd irrespective of the nature of your role with us. The cost of your registration with National Skills Registry will have to be borne by you. For more information on national skills registry for registration, please visit www.nationalskillsregistry.com. This kit contains the document on steps/procedures for NSR registration.

11. Linkage of UAN and AADHAR Card Number

As per the directions of the Employees Provident Fund Organization ("EPFO") it is mandatory KYC requirement for all employees to link their Aadhaar card number with their provident fund Universal Account Number ("UAN"). Hence, to comply with the obligations under the Employees Provident Funds and Miscellaneous Provisions Act 1952 ("EPF Act") and also for availing the benefits under the EPF Act, you are required to disclose either your Aadhaar card number or the Aadhaar enrolment number as applicable, at the time of joining. Please note that Infosys Limited would not be liable for your inability to avail the benefits provided under the EPF Act due to the non-linkage of your Aadhaar card number to your UAN.

Note: This document only gives indicative details of the different plans and procedures applicable to employees. The implementation of the plans mentioned here is governed by policies of Infosys and applicable legal agencies, and may change from time to time without prior notice. Latest details and specifics of each plan are available with the Human Resources department.

<u>Instruction to be followed by the Trainees - 3T:</u>

Activity 1:

Please go through the service agreement attached in the service agreement kit.

Activity 2:

- a. You need to take the service agreement content printed on the Legal Sheet (A6 sheet)
- b. Get the Legal sheet stamped (franked) with the stamp duty of Rs. 200.
- c. If you are unable to get the legal sheets, kindly get the service agreement contents completely typed in the stamp paper with total value of Rs. 200. Please do ensure that the Company signature is not missing in the print out
- d. Content should start from first page where the stamp duty is available, the blank stamp paper would not be considered.
- e. Signature on all the pages from surety and trainee is mandatory, even though the contents are spilled to next page.
- f. Refer FAQ for more details.

Activity 3:

- a. Signature on all the pages from surety and trainee is mandatory, even though the contents are spilled to next page.
- b. Three Witness Signatures is required. Witness can be as follows
 - The first witness should be from HRD. Get it signed on your Date of Joining.
 - The second witness can be your Family member / Blood relative.
 - The third witness has to necessarily be friend or colleague.
- c. All the witness needs to be of legal age.
- d. Surety needs to be Father/Mother/Husband/Wife

Activity 4:

The completed service agreement should be notarized and carried along with you on the DOJ. Notarization facility is also available in Infosys Mysore campus, in case you are unable to get it notarized before joining.

Activity 5:

- a. In the page 1, you are required to fill the dotted lines/ blank spaces appearing on the Service Agreement.
- b. In the first paragraph, you are required to fill in your date of joining as communicated to you by Infosys. The format for the same is as given below:
 - If your date of joining is 1-Jan-2018 then you have to write it as 1st day of January 2018.
- c. In the second paragraph, you are required to fill in your name and followed by Surety's name and your age.
- d. In the third paragraph, you are required to fill in Surety's name, followed by Surety father/mother's name, surety's age and the permanent address of your Surety. Please note: If surety's father is deceased then you can put (late) before the name of surety's father.
- e. Given below is the format in which the name and address has to be filled. Please ensure that you will fill the agreement in same format.

Format for Name:

• Complete name has to be given expanding all the initials.

• First name should come first, then middle name and last would be the surname. There should be a gap in-between each word.

• If there are any initials which cannot be expanded then the same has to be given at the end and not the beginning. There should be a dot after the initial.

Eg: Pratibha Narayanan Prakash Sundar Sharma

Format for Address:

Complete address has to be given of the surety.

• There should be a comma separator in-between each field.

• Pin code has to be mentioned. One hyphen has to be put in between name of the town/city and pin code. 6 digit pin code has to be separated by a space with 3 digit being continuous.

Eg: #2, II Cross, Jayanagar, Bangalore - 560 002 #1, III Cross, Girinagar, Bangalore - 560 001

PLEASE NOTE:

COMPANY AT ITS DISCRETION MAY SHIFT YOUR DATE OF JOINING IN CASE YOU FAIL TO GET THE ADEQUETLY STAMPED AND SIGNED (BY ALL NECESSARY PARTIES) SERVICE AGREEMENT ON THE DATE OF JOINING.

IN THE EVENT IT IS NOTICED THAT THE CONTENTS OF THE SERVICE AGREEMENT IS TAMPERED WITH BY THE TRAINEE, THE COMPANY MAY INITIATE ANY APPROPRIATE ACTION(S) AGAINST SUCH TRAINEE(S).

FAO's on Service Agreement

1. What is the validity period of the Agreement?

The agreement is valid from the date of joining up to a period of 12 months from the Date of Allocation to a Practice Unit at the Company.

2. How many agreements should you bring along on date of joining?

One original agreement would be sufficient. You can retain a photocopy of the agreement need be..

3. Who are the parties to this Agreement?

The Agreement involves three parties - the Company, the Employee and the Surety.

4. Who can be a Surety?

Either the employee's father / mother / Husband / Wife can stand surety to the Agreement.

5. Is there any specific order to be followed while signing the Agreement?

The employee and his/her sureties have to sign on all the pages.
The order has been given below.

- a) The Company
- b) The Engineer (employee)
- c) The Surety
- 6. Who can sign as witness?

There are 3 witnesses' signatures that are required.

- a. The first witness will be from HRD.
- b. The second witness can be your Family member / Blood relative.
- c. The third witness has to necessarily be friend or colleague,
- 7. If both, my father and my mother are not alive, in such a case, who can stand Surety to the Agreement?

Your immediate guardian can be the surety (brother/ sister/ uncle/aunt). Above legal age.

8. My mother is the Surety and our relatives are living far away from our native place. In this case who will be the witness for my surety?

You can speak to your relatives over phone and send the Agreement with complete instructions for the witness signature. But the witness signature has to be necessarily that of a family member.

9. Are witnesses also required to sign on all the pages?

No. There is no need to sign on all the pages. They have to sign only on the 4th page of the Agreement. This is to be done on Original.

10. What is notarization?

Notarization is the process of certifying or attesting the validity of a document, deed, contract etc. by a Notary

11. Who is a notary?

The person who does the notarization is called notary. The notary should be an advocate. All advocates are not notaries. But a notary should be an advocate.

12. Is the witness also required to sign in the presence of the notary?

No. The Witness can sign before the notarization.

13. Should we get the notarization done?

Notarization should be done even before joining Infosys. In case you are unable to get it notarized before joining Infosys, then you can get it done in Infosys Mysore Campus

14. Can we use the stamps instead of service agreement?

Only Non Judicial stamps will be allowed.

15. Should the stamp duty need to be Rs. 200 or sum of Rs. 200?

The stamp duty can be of any denomination but the total sum needs to be Rs. 200.

16. Should I get the surety and second witness signature before joining?

Yes, this can be done before the date of joining.

Serial Number:		
Candidate ID:		
Employee No:		
Year: FY 201202_		
	INFOSYS LIMITED	
	SERVICE AGREEMENT	
dd/Mm/yy format> >	to the successful nonths from the Date of Alloc	h effect from Date of Joining < < date in completion of Foundation Programmed ation to a Practice Unit at Infosys Limited
BETWEFN:		
at Plot Nos. 44 & 97 A, 3rd Cross, P. Vice President - HRD Mr. Nanjappa	O. Electronics City, Hosur Road B.S., hereinafter referred to as a	Act. 1956, having its registered office d, Bangalore-560 100, represented by its the <u>COMPANY</u> (which term shall unless est and permitted assignees) of the <u>ONE</u>
Daughter/Son/Husband/Wife> > of, aged about < < Ag Mysorehereinafter	< < Mr./Ms.> > e> > years, or seferred to as the <u>Engineer</u> (where the content of t	currently residing at Infosys Limited, hich term shall unless repugnant to the ns, executors and administrators) of the
< < Mr./Ms.>> < < Surety Name		
		aged about < < Age> >
here	inafter referredto as the <u>SUF</u>	RETY (which term shall unless representatives, assigns, executors and
DEFINITIONS:		
The following terms shall have the foll	owing meanings for the purpos	e of this Service Agreement:
Training. 2. Practice Unit: Practice Unit refer	s to individual business unit/hoosted, us ually after the complet it or business enabler functio	ion of Foundation Program Training. A n/department.
Mary M.		
COMPANY	ENGINEER	SURETY

WHEREAS

The Engineer applied to the Company for the designation of Systems Engineer Trainee. Pursuant to such application, the Company appointed him/her as a Systems Engineer on the terms and conditions contained in the offer letter together with this Service Agreement, under which he/she is required to undergo training as may be determined by the Company;

ANDWHEREAS the Engineerrecognizes and accepts that at the time of appointment as Systems Engineer, except exposure to academic knowledge, he/she has received no formal, effective, technical or practical training to independently function as a Systems Engineer who is commercially viable to the Company;

AND WHEREAS the Engineer further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any management or communication skills, which are essential to forperformance of duties by the Engineer which meet the current business needs, parameters, standards and efficiency levels required by the Company;

AND WHEREAS consequently and in order for the Company to utilize the skills of the Engineer, the Engineer would need to undergo formal and extensive training in accordance with courses, modules and programs prescribed or conducted by the Company;

AND WHEREAS the Engineer is aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing him/her as Systems Engineer and thereafter imparting training to such Engineer;

AND WHEREAS the Engineer recognizes and accepts that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, computer time etc., in the event the Engineer fails to complete the training as prescribed hereunder and/or leaves the Company during the Service Period. In such event, the Engineer hereby agrees to reimburse and compensate the Company in the manner enumerated in clause 5 of this Service Agreement;

NOW THIS SERVICE AGREEMENT WITNESSES AS FOLLOWS:

- The Engineer has been appointed as a Systems Engineer on training with the Company. The Engineer will undergo Foundation Programmed Training ("the FPT") as detailed in clause 3 of this agreement at the Company's location at Mysore, India which will commence on the Engineer joining the Company. The Service Period also includes the FPT period as detailed in Clause 3. If the Engineer takes leaves on loss of pay("LOP"), such leave period shall not be included within the meaning of Service Period. The Engineer hereby acknowledges and agrees that his/her Service Period shall be extended by the number days of leave taken on LOP.
- 2. The Engineershall be paid a total monthly fixed compensation of Rs.22,478/- As follows:

a) Basic Salary

INR 15,000/-

b) Basket of Allowances

: INR 4,478/-

c) Bonus / Ex-Gratia

: INR 3,000/-

In addition to the monthly fixed compensation, the Engineer is also eligible for a training performance-linked incentive ("TPI"), upon allocation to a Practice Unit and based on the performance of the Engineer during FPT.



3. The Engineer agrees to undergo training immediately upon joining. The objectives, methodology, content and evaluation procedures of the FPT are detailed in the assessment and evaluation policy which is available to the Engineer for inspection with the Education & Research ("E&R") department. The duration of the FPT would normally range up to a period of 23 weeks for Engineers with non-computer science background and 20 weeks for Engineers with computer science background unless otherwise expressly prescribed by the Company. FPT period will be determined by the Company on the basis of educational qualification of the Engineer at the time of entry into the Company and business requirements of the Company The Engineer is expected to qualify in the FPT, which is intended to render him / her competent to undertake software development tasks that may be subsequently assigned to him / her. All modules of the FPT are compulsory.

Upon successful qualification in the FPT, the Engineer may, at the sole discretion of the Company, be deputed for On-the-Job training to a Practice Unit for such period as may be specified by the Company.

Notwithstanding any other provision, in certain cases, based on the business requirements of the Company, the Company shall depute the Engineer for "On-the-Job" training before undergoing or prior to completion of the FPT. However, within one year of the Engineer's date of joining the Company, the Engineer will be provided with the opportunity to undergo and complete the FPT.

- 4. Systems Engineer undergoing training is required to peruse the assessment and evaluation policy which is available with the E&R department. The content shall be presumed to be within the knowledge of the Engineer upon reporting for training.
- 5. The Engineer accepts, agrees and admits that the Company has incurred expenses and costs in the process of recruitment, such expenses being in the nature of advertisements, implementation of selection procedures, interviews, travel, etc. The Engineer is aware that in the event of his / her not completing the Service Period, the Company would, without option, be constrained once again to incur, similar expenses, which would be a direct result of him / her leaving the Company prematurely. The Engineer further accepts, agrees and admits that the nature, quality, intensity and content of training ("Exhibit A") to be imparted by the Company is not available or imparted by any other company of a similar nature. the FPT is designed to satisfy the exclusive requirements of the Company and that the opportunity to be trained in computers, with provision for exclusive working on computers is not available with or provided by any other company of similar nature. The Engineer is further aware that the Company would have earned considerable revenue by hiring out computer time instead of imparting such FPT training thereon to the Engineer. The Engineer admits and recognizes that the technical and management training involves substantial training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

The Engineer, therefore, agrees that in the event of his / her leaving the Company before completion of the Service Agreement Period with the Company for any reason whatsoever, he/she shall be liable to pay to the Company compensation / damages calculated as follows and / or reimburse all costs and expenses incurred in or connected with the training:

COMPANY	ENGINEER	SURETY
\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		S########
Morth.		

- Fixed cost of INR 23,000 which includes INR 15,000 Recruitment cost and INR 8,000 Training cost.
- b. 75% of fixed salary (Excluding PF and Gratuity) paid by the Company to the Engineer during the FTP period, which is calculated at INR 562 per day (Average calendar day per month is considered at 30 days. In case the Engineer resigns in middle of any month, the number of days worked in that month would be considered for calculating the % of salary amount deductible).
- c. 50% of Total computer time utilized is calculated at INR 625 per day (Average working day per month is considered at 22 days. In case the Engineer resigns in middle of any month, the number of days worked in that month would be considered for the calculation).
- 6. The Engineer, Company and Surety accept, agree and admit that the amounts calculated on the aforementioned basis is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing training to the Engineer.
- The Engineer agrees that he / she shall faithfully and diligently undergo and imbibe the training prescribed as per the FPT. The Engineer acknowledges that failure to complete the FPT successfully or leaving the Company within the Service Period shall mean and include:
 - a. Failure to complete FPT by being absent for any reason(s) whatsoever from the Company;
 - b. Leaving the Company for the purpose of higher studies, research, alternate employment, alternate training or any other purpose during the Service Period.
 - c. Dismissal of Engineer by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response of the Engineer during the Service Period.
- 8. The Surety hereby undertakes and accepts that his / her liability is co-extensive with that of the Engineer. The Surety shall be jointly and severally liable with the Engineer for payment of all amounts that may become due and payable under this Service Agreement. The Surety hereby acknowledges that he/she is aware and accepts the special nature and character of deputation of the Engineer as well as the manner of computation of damages / compensation enumerated in clause 5 of this Service Agreement. The Surety hereby agrees and accepts that the Company shall be at liberty to enforce this guarantee furnished by him/her without necessarily seeking to enforce the same against the Engineer in the first instance. The Surety hereby agrees and accepts that the Company shall be entitled to proceed either against the Engineer or Surety or both for recovery of any amounts due under this Service Agreement. The Surety hereby agrees and accepts that any demand made on the Engineer under this Service Agreement shall be deemed to be sufficient notice of such demand to the Surety also. The Surety and Engineer hereby state that they have entered into this Service Agreement voluntarily and after being fully aware of all legal consequences arising out of this Service Agreement. IN WITNESSES WHERE OF the parties have signed this Service Agreement on the date, month and year first above written before the following witnesses:

COMPANY ENGINEER SUREIY

WITNESSES:

Dor'th.

WITNESS 1 COMPANY

WITNESS 2 ENGINEER

WITNESS 3 SURETY

NOTARY:

(Please tick the appropriate box and initial/ sign against the chosen option)

• The Engineer has signed before me □

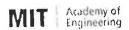
• The Surety has signed before me □

• The Engineer & Surety have signed before me □

COMPANY

ENGINEER

SURETY





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	LT.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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The section is	2019 PASSING COLL BANCE IN SHARED BAY COMPANIE CGPA IN Selections in Shared Day Companie		Degree	ee	CGPA in Se	elections in	selections in Shared Day Companie	Companies	Final Choice	Signature
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05-Nov-2018

Dear Abhishek Raj, B.Tech/B.E., Electronics & Telecommunication Engineering MIT Academy of Engineering

Candidate ID — 12458252

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions Andia 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 vague 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://compus2cognizant.cognizant.com

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

8. Duy

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: Abhahala

Date: 5 th Nav 2018



Annexure A

Name:

Abhishek Roj

Designation:

Programmer Analyst Trainee

SI. 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.

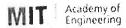
Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to



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





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
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2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	
S. No	Branch	No of selections
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2	Electronics	2
3	Computer	29
4	LT.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

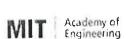
Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

2019 PASSING-OU	2019 PASSING-OUT BATCH - DISTRIBUTION OF CHOICE COMPANIE Copa in pelections in Shared Day Companie	I ION OF CHO	adl	Degree		CGPA in Sel	ections in	Selections in Shared Day Companie	Companie	Final Choice	Signature
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Fwd: Shared Day campus results

2 messages

rov mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

Branch-wise selections				
S. No	Branch	No of selections		
1	E & TC	12		
2	Electronics	2		
	Computer	29		
4	1.77.	15		
5	Mechanical	14		
6	Civil	3		
7	Chemical	1		
	Total	76		

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]



Shared Day selections_2019 batch.pdf 2507K

TIFE BARCES Bahaleh · Wulkson J. S. C. Survey of the Ealele S/S 1/60 am U) 21 corrixant INFOSYS 1-ntosus Cognizant Sanican. Nipro Twiting Infosys 2000 Enforced St Final Choice I whenly Infosys (Indesigs 3430/01 L'ALDAY. Ingaryo ţ 4000 7 DISTRIBUTION OF CHOICE FORMS TO THE SELECTED STUDENTS IN 'SHARED DAY' COMPANIES selections in Shared Day Companie Infosys Cognizant 1 MAEER'S MIT GROUP OF ENGINEERING COLLEGES, PUNE Wipro 4 7.35 6.97 3 0124 7 7.45 4.35 7-36 CGPA in J 0 4-5 8 47 9 701 39U3 Ċĸ It J. 1. 1. Comy Comp dwa) (omp Comp Corre ENTC (omp) Branch 3 Om CS 55 SO -S S (5 V BE 8,€ 18 35 Degree 8E/ME/ BE 60 CLI B Fin Si Si 8 BE 11 11 رين (س (1) (2) 06 BE لا من 136 BE BE B3031970001TA06 18303194302 MJT 40E MI HE 18303190227 MITHOE 1341190010 MIT 40E BS03130077 MITAUE 830319 Kee Mit ROE BSOSIGERAS ITTIMOL 830319421MITAGE B303190045 MIT ACE MITHOE B303 19 0062 MITAGE Ano Texas Augustine lambura B303190257 MTTACK Swort Samey Poldingal 18303194286 MITADE PATTOR 6303 190039 141179VE B30 3194327 MITA OF 8303194249 MITADE IN CLARE 8 30 3190023 MITHOR College 630 HBCC41 B30319423\$ B303194334 B204198534 Placement \Box Suresh Unde Anchal . C. Ihmease Teet Garage bher HANTANU SATESH BELIKE Aishwarya S. Deshmukh Flist / Middle / Last name Soundlan Sparantati Tauthav Six a product Nillis Probabl Survey Malex Sonsale Vaishiran Andkonias Pousad Anagha Jagtap Dave ANTIL Agramal 2019 PASSING-OUT BATCH -Name of Student Vrshal Kadam Sidhesh Comal Leshaw Rajat Shueve Shell 1035 105 159 126 155 15.3 162 166 M 154 9 63 991 191 X 0 -1 58

(M)



HRD/3T/19-20/12672160

Ms. Swapnali Sharad Shete Candidate ID: 12672160 Sr No 3, Plot No 111, Samarth Nagar, Dighi, Pune - 411015 Maharashtra India Ph: (91) 90112 97580

July 08, 2019

Dear Swapnali,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.07.08 18:44:37 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672160

July 08, 2019

Ms. Swapnali Sharad Shete Candidate ID: 12672160 Sr No 3, Plot No 111, Samarth Nagar, Dighi, Pune - 411015 Maharashtra India Ph: (91) 90112 97580

Dear Swapnali,

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 16, 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 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

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. Swapnali Sharad Shete	Ms. Swapnali Sharad Shete		
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENT	8			
BASIC SALARY		15,000		
BASKET OF ALLOWANCES		4,478		
BONUS / EX-GRATIA (95% of the eli	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850		
MONTHLY GROSS SALARY		22,328		

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)	150

3. RETIRAL BENEFITS		
PROVIDENT FUND - 12% of Basic Salary	1,800	
GRATUITY - 4.81% of Basic Salary	722	
FIXED GROSS SALARY (1+2+3)	25,000	
TOTAL GROSS SALARY	25,000	

		OTHER BEN	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

ESTC Brown (S)
InfOSyS
Navigate your next

ANNEXURE- II (Compensation post Unit allocation)

NAME	Ms. Swapnali Sharad Shete	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	15,000
BASIC SALARY		4,478
BASKET OF ALLOWANCES		
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		2,850
MONTHLY GROSS SALARY		22,328
2. ANNUAL COMPONENT		
BONUS / EX-GRATIA - (Balance 5 advance (95%) paid out on a monthly	% will be paid out in the end of the financial year after adjusting the	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
	722
GRATUITY - 4,81% of Basic Salary	25,000
FIXED GROSS SALARY (FGS) (1+2+3)	

At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
1,250	2,500	5,000
nt at indicative payo	ut 5% of FGS)	26,250
nt at indicative payo	ut 10% of FGS)	27,500
nt at indicative payo	ut 20% of FGS)	30,000
	Payout of 5% 1,250 Int at indicative payout at in	Payout of 5% Payout of 10%

	OTHE	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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





Capgemini

Capgemini Technology Services India Limited (Formerly known as IGATE Global Solutions Limited) IT 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121 www.capgemini.com/in-en

Date: December 11, 2018

Ref No: HR/Campus/LO201931787/1

Priti Balasaheb Jadhav Maharashtra Institute of Technology, Pune

Letter of Intent ("LOI")

Dear Priti Balasaheb Jadhav,

With reference to your interview conducted by us at Maharashtra Institute of Technology, 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 Cappemini.

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.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Preonboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Cappemini and the successful completion of the same is a prerequisite for joining Cappemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Cappemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Cappemini.

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. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Cappemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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, at 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 hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Cappemini

Puneet Kumra Head - Fresher Hiring



ANNEXURE 1

Priti Balasaheb Jadhav

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 3,00,000/-(Rupees Three Lakh 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 3,80,000/- (Rupees Three Lakh and Eighty 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.

For & On Behalf of Capgemini

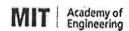
Puneet Kumra Head - Fresher Hiring Signature:

Candidate Name: Priti Balasaheb Jadhav

Date: 25 - 04-19

ENTC Bouls
2019 Butch

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Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selections

2 messages

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

Wed, Oct 24, 2018 at 10:58 AM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Accenture has selected the following students from the recruitment process

- 1. Nikita Singh BE Electronics
- 2. Kalyani Pawar BE Electronics
- 3. Varun Adarsh BE Electronics
- 4. Nivedita Suman BE E & TC
- 5. Asmit Pokharkar BE Electronics
- 6: Poonam Gaikwad BE E & TC
- 7. Ana Teresa Augustine BE Computer
- 8. Mayur Waghela BE Computer

We wish them all the best !!!

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

Wed, Oct 24, 2018 at 11:21 AM

Accenture has selected the following student from the recruitment process

Pratiksha Raskatla - BE E & TC

Wishing all the Best !!!!



BEYOURSELF, MAKEADIFFERENCE.

Strictly Private and Confidential

27-Mar-2019

Nivedita Suman

D/o Ashok Kumar, shiv mandir, chandmari road, road no-4, kankarbagh, patna. 8625029857

Dear Nivedita.

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 - 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1 Candidate's Signature Windle Suman

Reference Id: f925f490-f92a-403b-8ae6-83c392c97d2f 1

Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental
 assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 14 days (fourteen 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 14 days (fourteen 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 Companyhttp://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

Mohan Sekhar

Lead, Advanced Technology Centers, India

linedita Suman
[Insert full legal name]

3

ANNEXURE - I

COMPENSATION & BENEFITS

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

	Annual (INR)
(A) Annual Fixed Compensation	314,22
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,70
Maximum Annual Total earning potential (A+B)	340,93
C) Joining Bonus	
Joining Bonus (Refer to section C)	25,00
D) Additional Benefits	
Gratuity as per law [#]	5,29
Insurance Premium (notional value)	3,77
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375.00

(A) 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.

TDS is deducted as applicable from your Income.

(B) 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 pay-out 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 pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, 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.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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• Additional Bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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.

• If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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)
- Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the
 requirement of the regulatory authorities like EPFO etc and Accenture does not require this as a photo identity
 proof.

TERMS OF EMPLOYMENT

Your employment for Accenture Solutions Private Limited ("Company" or "Accenture") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

1.1 If your career level is 5 to 11

- 1.1.1 You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) calendar days upon notice to you.
- 1.1.2 Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended upto an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.1.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.1.4 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

1.2 If your career level is 12:

- 1.2.1 You shall be on probation for a period of three hundred sixty five (365) days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) days upon notice to you.
- 1.2.2 Unless otherwise communicated to you by Company, the probation period shall expire three hundred sixty five (365) days after your effective start date, unless the probation period is extended upto an additional sixty (60) day period, in which case, the probation period shall expire after a maximum of four hundred twenty five (425) days after your effective start date.
- 1.2.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.3 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

2. Employee screening

2.1 You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any

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Employee ID Number: (37871205

7.3 Unless otherwise provided by Company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.

7.4 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on

your effective start or effective termination date.

8. Statutory and Other Benefits

8.1 Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to Company's benefits policies. Filling nomination forms and completing related nomination formalities for various statutory and other benefits is a mandatory Company process. You agree to comply with the process and adhere to the timelines as communicated at the time of joining or anytime during your employment with the Company.

8.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, portion of any

contributions payable by you under the schemes.

9. Leave Policy

9.1 Company's leave policy shall apply to your employment and may be modified by Company at any

time, in its sole discretion, upon notice to you.

10. Termination

- 10.1 Your employment shall terminate immediately:
- 10.1.1 When you reach the age of sixty (60) years;
- 10.1.2 If career level is 5 to 11: Upon Company giving you ninety (90) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.3 **If your career level is 12:** Upon Company giving you thirty (30) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.4 Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 10.2 Company may terminate your employment immediately, with or without notice, on the occurrence of:
- 10.2.1 Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- 10.2.2 Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal

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of any amounts owed by you hereunder, including costs and expenses incurred towards your

11.6 Any termination of employment or these Terms of Employment by Company shall be without any further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

11.7 Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 11, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Confidentiality

- 13.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At anytime during the term of your employment, you agree to execute nondisclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- 13.2 During the term of your employment and thereafter, you shall:(a) hold the Confidential Information in the strictest confidence; (b) not make known, communicate, share, provide access to, transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose, or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company, except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavours to prevent any other person from doing so;(c) not disclose or divulge, share, provide access to, transfer or otherwise make available the Confidential Information to or for the benefit of any third person or entity, except to partners, employees or other authorized agents of the Company, to the extent you must do so to perform your assigned duties for the Company, without the prior written authorization of the Company and you shall also use your best endeavours to prevent any other person from disclosing or divulging such Confidential Information; (d) give prompt notice to Company of any actual or attempted unauthorised use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment and you shall cease all use of any Confidential Information and Accenture Works (as defined in the next section), and you shall promptly, at Company's option, deliver to the Company or delete all originals and copies of any Confidential Information in any form or medium in your possession or control (including any of the foregoing stored or located in your office, home, laptop, tablet computer smartphone, storage device or any other device that is not Company property or is not returned to Company) and shall notify and fully cooperate with the Company regarding the delivery or deletion of any other Confidential Information of which you are aware. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential, threatened or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, who may be a competitor of Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. You agree that any threatened or actual breach of this Section by you is likely to cause

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Employee Initials: NScenar

- there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Accenture or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Accenture and its affiliates and their employees, contractors or clients with respect to such rights and grant to Accenture
- 14.3 You and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will immediately deliver to Company all Work Product, including any parts or copies thereof completed, Created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, either during or after the termination of employment hereunder maintain records, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). You agree to maintain any records, execute any further documents and take any further actions requested by the Company to assist it in validating, effectuating, maintaining, protecting, enforcing, assigning, perfecting, recording, patenting or registering any Accenture Works or related intellectual property rights. In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts including in relation to any government authorities or agencies, with the same legal force and effect as if executed by you.
- 14.4 "Prior Works" are Work Product that you have created prior to your employment with the Company. You agree that you will not incorporate any portion of any Prior Works into or use any Prior Works in any work you may undertake as part of your employment at the Company. If, notwithstanding the foregoing, you incorporate or use any Prior Works in any work as part of your employment at the Company, you hereby grant to the Company (and its designees) a perpetual, irrevocable, non-exclusive, royalty-free, worldwide, assignable, sublicensable (through multiple layers) license under all intellectual property and other rights (including patents, copyrights, trademarks and trade secrets) in any such Prior Works for all purposes in connection with Company's current and future business. If you own any Prior Works that are relevant or related to your work or employment duties at the Company, you have disclosed a description of such items on Exhibit A.
- 14.5 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. You will not, while employed by the Company, use or disclose any proprietary information, intellectual property, Confidential Information or trade secrets of any former employers or other third parties and you will not store on any Company device or bring onto the premises of the Company any documents (regardless of the media on which those documents are contained) or any property belonging to your former employers or other third parties unless consented to in writing by the relevant employer and/or third party. You shall indemnify, hold harmless and (at Company's request) defend the Company and its partners, officers, directors, employees and other representatives from any breach (or claim that if true would be a breach) of the foregoing covenant. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.
- 14.6 You shall comply with all relevant policies and guidelines of the Company regarding the protection of Confidential Information and intellectual property, including, without limitation, Accenture's Confidentiality Policy (AP 69), Intellectual Property Policy (AP 91) and Open Source Software Policy (AP 314). You acknowledge that Company may amend any such policies and guidelines from time to time, and that you remain at all times bound by their most current version. In the event that there is

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Employee Initials: Neuman

- (c) not retain or copy any Company Personal Data or Client Personal Data.
- 15.7 You agree that any breach by you of this clause 15 may not adequately be compensated by an award of damages and any such breach will entitle the Company, in addition to any other remedies available at law or in equity, to seek an injunction to restrain you from committing any breach (or continuing to commit any breach).

16. Non-Compete

16.1 During the term of your employment or these Terms of Employment, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

17. Warranties

17.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

17.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships

have terminated and/or expired prior the effective start date at the Company.

- 17.3 You hereby represent and warrant that you shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with yourself to Accenture, including any such documents or materials from your previous employer. To the extent you feel that your employment at Accenture would require you to bring any third party documents or materials to Accenture you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Accenture. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Accenture to terminate your services with immediate effect.
- 17.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.

17.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder

18. Indemnification

18.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

19. General

19.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Accenture may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Accenture to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of

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Employee Initials: NSuman

Candidate Id	Full Name	Primary Email	
194204	Prathiksha Hari Raskatla	prathiksha98765@gmail.com	
194207	Nivedita NA Suman	niveditasuman 97@gmail.com	
194229	Tushar Kiran Wadkar	tusharw.wadkar63@gmail.com	
194239	Ankit Sudhakar Dani	ankitdani1997@gmail.com	
194245	Shubham Mukund Sihasane	shubhamsihasane99@gmail.com	
194249	Komal Dinkar Khapekar	komalkhapekar31@gmail.com	
194252	Pankhuri Manoj Jain	jainparul27july@gmail.com	
194260	Varun Kumar Adarsh	varun.adarsh97@gmail.com	
194259	Aashish Anant Chandragade	asheeshchandragade@gmail.com	
194275	Paridhi Kamal Pugalia	paridhipugalia25@gmail.com	
194277	Mayur Umesh Waghela	waghelamayur29@gmail.com	
194282	Unnati Anil Zagade	unnatizagade24@gmail.com	
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194335	Pooja Sanjay Nagawade	poojanagawde88@gmail.com	
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194475	Saurabh Prabhakarrao Penshanwar	penshanwars123@gmail.com	
194506	Vaibhav Prabhakar Tongale	vaibhav.tongale@gmail.com	
194508	Mayank Anil Raghuwanshi	mayankraghu18@gmail.com	
194515	Ravindra Namdev Kashid	Ravindra.n.kashid@gmail.com	

Mobile	USN	Current Status	Department
7057424356	B301190067	Shortlisted	Electronics & Telecommunication
8625029857	B301190006	Shortlisted	Electronics & Telecommunication
8805370899	B204194116	Shortlisted	Information Technology (IT)
8928501501	B103192052	Shortlisted	Computer Engineering
7757877643	71542269D	Shortlisted	Information Technology (IT)
7038970445	B204194172	Shortlisted	Information Technology (IT)
9756531077	B204198640	Shortlisted	Information Technology (IT)
8408052888	B302192888	Shortlisted	Electronics
7775999199	B204194155	Shortlisted	Information Technology (IT)
8975582516	B104196028	Shortlisted	Information Technology (IT)
8879591656	B303194342	Shortlisted	Computer Engineering
8380941257	B201193088	Shortlisted	Electronics & Telecommunication
9175528178	B302190016	Shortlisted	Electronics
9011167822	B204194195	Shortlisted	Information Technology (IT)
9552531262	B201193513	Shortlisted	Electronics & Telecommunication
8976258556	B204194508	Shortlisted	Information Technology (IT)
7066082078	B101195004	Shortlisted	Electronics & Telecommunication
7249603874	B104196025	Shortlisted	Information Technology (IT)
9689444549	B302190011	Shortlisted	Electronics
7757900464	B103190306	Shortlisted	Computer Engineering
7387046687	B302190012	Shortlisted	Electronics
8530510650	B104196018	Shortlisted	Information Technology (IT)
9146068197	B201193510	Shortlisted	Electronics & Telecommunication
8830602319	B201193326	Shortlisted	Electronics & Telecommunication
8936858998	B201193115	Shortlisted	Electronics & Telecommunication
9767849779	B201193065	Shortlisted	Electronics & Telecommunication
9158042200	B203192008	Shortlisted	Computer Engineering
7038987251	B303190257	Shortlisted	Computer Engineering
9764719121	B203192037	Shortlisted	Computer Engineering
8855903038	B201193532	Shortlisted	Electronics & Telecommunication
7776838195	B201193514	Shortlisted	Electronics & Telecommunication
9175510582	B204194059	Shortlisted	Information Technology (IT)
7741935025	B204194063	Shortlisted	Information Technology (IT)
8857090388	B101195011	Shortlisted	Electronics & Telecommunication
7276245253	B101195085	Shortlisted	Electronics & Telecommunication
7588314981	B203192092	Shortlisted	Computer Engineering
8625900687	B301193039	Shortlisted	Electronics & Telecommunication
8087033064	B203192097	Shortlisted	Computer Engineering
9604412399	B101195060	Shortlisted	Electronics & Telecommunication
9730655273	16MCA040	Shortlisted	MCA
9637593101	16MCA014	Shortlisted	MCA
9421063817	16MCA028	Shortlisted	MCA



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: [External] Accenture Campus_2019 passing-out batch

1 message

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

Fri, May 13, 2022 at 10:35 AM

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

From: Anil Kumar Pacha <anilpacha@gmail.com>

Date: Fri, May 13, 2022 at 9:35 AM

Subject: Fwd: [External] Accenture Campus_2019 passing-out batch

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

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

From: Hiremath, Ajaykumar R. <ajaykumar.r.hiremath@accenture.com>

Date: Mon, Oct 29, 2018 at 1:36 PM

Subject: RE: [External] MIT,Pune: List of interested students for Accenture Campus_2019 passing-out batch

To: Director IAC MIT Pune <director.iac@mitpune.edu.in>

Cc: "hemant.mali@mitcoe.edu.in" <hemant.mali@mitcoe.edu.in>, "Arora, Sonal S." <sonal.s.arora@accenture.com>,

Dear Dr. Hemanth Mali,

Greetings from Accenture!!!

Please find the attached list of Final selects from Accenture.

Thanks

Ajaykumar

9986888375

From: Director IAC MIT Pune <director.iac@mitpune.edu.in>

Sent: Monday, October 29, 2018 9:25 AM

To: Hiremath, Ajaykumar R. <ajaykumar.r.hiremath@accenture.com>

Cc: hemant.mali@mitcoe.edu.in; Arora, Sonal S. <sonal.s.arora@accenture.com>; Narula, Sandeep

<sandeep.narula@accenture.com>

Subject: Re: [External] MIT, Pune: List of interested students for Accenture Campus 2019 passing-out batch

Dear Mr. Ajaykumar Hiremath,

1 of 2 13-05-2022, 15:55

Greetings!

We take this opportunity to thank you for visiting our College for the Recruitment process and selection of 42 students from MIT Group.

Please let us have the list of selected students, to enable us to inform the concerned HoDs and update our records.

We thank you once again and look forward to a long-term and symbiotic association with your esteemed organization.

With warm regards,

Placement Team

MIT Group of Engineering Colleges, Pune

S.No. 124, Ex-servicemen Colony,

Paud Road, Kothrud,

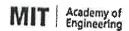
Pune 411 038

Landline: (Direct) 020-30273675 / Board No. 30273400 - Ext - 3133 Website: www.mitpune.com, www.mitcoe.ac.in, www.mitaoe.ac.in



Accenture Final Selects MIT Pune.xlsx 14K

2 of 2 13-05-2022, 15:55







campus selection

2 messages

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

Mon, Oct 29, 2018 at 4:52 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

1. Shraddha Rajkuntwar - BE E&TC

2 Aishwarya Pharate - BE Computer

3. Pooja Choudhari - BE IT

We wish them all the best !!!

Vikas Singh <vssingh@admin.maepune.ac.in> To: roy mathew <mitaoeroy@gmail.com>

Fri, Jan 4, 2019 at 3:16 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Wipro has selected the following students

- 1. Shraddha Rajkuntwar BE E&TC
- 2. Aishwarya Pharate BE Computer
- Pooja Choudhari BE IT

We wish them all the best !!!





campus results @ Go speedy Go

1 message

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

Fri, Jan 4, 2019 at 4:14 PM

Attached Results of selection of GO speedy Go



MIT Pune Drive.xlsx 12K

			Dand	Mail ID	Number
SL#	Name	Branch	Band	parthpatil1312@gmail.com	9145148305
1	Swapnil Patil	Mech	DM	arjunsunil.gopinath@gmail.com	8087038119
2	Arjun Gopinath	Mech	DM	rishavsingh9812@gmail.com	8149221494
3	Rishav Kumar Singh	Mech	DM	gautam.geetanjali27@gmail.com	9527966590
4	Geetanjali Nana	Electronix	DM	shubhamingletan30@gmail.com	7218143202
5	Shubham Ingle	Electronix	DM	shubhamingietan50@gmail.com	8983345448
6	Ankita Madhukar Patil	Mech	DM	ankitapatil1105@gmail.com	9890717749
7	Mayur Lohar	Mech	DM	mayurlohar1998@gmail.com	9689449557
8	Pal Raj Dharamsingh	Mech	DM	palraj275@gmail.com	9011454623
9	Pratik Suresh Nagare	Mech	DM	psn830@gmail.com	7219655679
10	Manthan Deshmukh	ETC	DM	mrdeshmukh262@gmail.com	9527643284
11	Megha Vikasrao Dhumane	ETC	TM	megha5dhumane@gmail.com	9623462825
_	Mayur Mahadeo Paulzagade	Electronix	TM	mrpaulzagade@gmail.com	9158501995
12	Chaitanya Deshmukh	ETC	TM	chaitanyadeshmukh7@gmail.com	9503222327
13	Yogesh Ghongade	Electronix	TM	yogeshghongade37@gmail.com	7769877548
14	Mahesh Vishwanath Bitode	Mech	TM	maheshbitode1996@gmail.com	
15		ETC	TM	skc24021998@gmail.com	9801383641
16	Saurabh Kumar Choudhury	MBA	МТ	krushnanikan23@gmail.com	9096717907
17	Krushna Vijay Nikam	MBA	MT	arbhosale9696@gmail.com	7721057979
18	Aishwarya Bhosale	MBA	MT	maheshwari.tegampure@gmail.com	800708076
19	Maheshwari Tegampure	MBA	MT	malbarimili@gmail.com	8983782893
20	Milind Malbari		MT	rajeevsadhu1995@gmail.com	860086510
21	Rajeev Manoj Sadhu	MBA	IVII	10100	





campus results @ Go speedy Go

1 message

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

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7	Mayur Lohar	Mech	DM	palraj275@gmail.com	9689449557
8	Pal Raj Dharamsingh	Mech	DM	psn830@gmail.com	9011454623
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15	Mahesh Vishwanath Bitode	Mech	TM	skc24021998@gmail.com	980138364
16	Saurabh Kumar Choudhury	ETC	TM	krushnanikan23@gmail.com	909671790
17	Krushna Vijay Nikam	MBA	MT	arbhosale9696@gmail.com	772105797
18	Aishwarya Bhosale	MBA	MT	maheshwari.tegampure@gmail.com	800708076
19	Maheshwari Tegampure	MBA	MT	manesnwari.tegampure@gmail.com	898378289
20	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
21	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	





campus results @ Go speedy Go

1 message

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

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20	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
21	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	800080310





campus results @ Go speedy Go

1 message

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

Fri, Jan 4, 2019 at 4:14 PM

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7	Mayur Lohar	Mech	DM	mayurlohar1998@gmail.com	9689449557
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15	Mahesh Vishwanath Bitode	ETC	TM	skc24021998@gmail.com	9801383641
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17	Krushna Vijay Nikam	MBA	MT	arbhosale9696@gmail.com	7721057979
18	Aishwarya Bhosale	MBA	MT	maheshwari.tegampure@gmail.com	8007080762
19	Maheshwari Tegampure	MBA	MT	malbarimili@gmail.com	8983782893
20	Milind Malbari	MBA		rajeevsadhu1995@gmail.com	8600865103
21	Rajeev Manoj Sadhu	MBA	MT	Tajeevadana 2930 er A	



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: MIT, Pune: selections_ SEW Eurodrive campus drive_2019

1 message

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

Thu, May 12, 2022 at 4:43 PM

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

From: Anil Kumar Pacha <anilpacha@gmail.com>

Date: Thu, May 12, 2022 at 4:34 PM

Subject: MIT, Pune: selections SEW Eurodrive campus drive 2019

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

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

From: <k.badrudeen@seweurodriveindia.com>

Date: Fri, Jan 11, 2019 at 7:13 PM

Subject: FW: MIT, Pune: List of interested & eligible students for SEW Eurodrive campus drive.

To: <director.iac@mitpune.edu.in>

Cc: <mayur.dharmadhikari@seweurodriveindia.com>, <dhananjay.bendale@seweurodriveindia.com>, <p.s.ray@seweurodriveindia.com>,

<vilas.jadhav@seweurodriveindia.com>, <s.vasudevan@seweurodriveindia.com>

It was nice meeting you & your team in MIT campus yesterday. Really we had a good experience in the campus interview process and thanks for the hospitality & support extended to our team.

We are happy to inform that we have selected below candidates for the GET position.

Dell No	Name		Dagree	Degree Specializations	
Roll No	First Name	Last Name	Degree	Specializations	Campus
B101194014	Roshni	Gangasagar	B.E.	Electronics & Telecommunication Engineering (E&TC)	MIT,Pune
B301190212	Ankush	Deshmukh	B.E.	Electronics & Telecommunication Engineering (E&TC)	MITAOE
B201193525	Rashmi	Khatate	B.E.	Electronics & Telecommunication Engineering (E&TC)	MITCOE

In the next process, selected candidates will undergo pre-employment medical test & verification of testimonials. Based on the medical fitness the offer letter will be released to the selected candidates.

I will coordinate with the candidates directly to plan the next process.

Thanks.

1 of 2 13-05-2022, 08:50 Regards,

Badrudeen

Manager – Talent Management

SEW-EURODRIVE India Pvt Ltd

"The Polygon", 3rd floor,

No: 142, Mount Road, Saidapet,

Anna Salai, Chennai – 600 015

board: +91 (0) 44 42849812/13/14/15

email: k.badrudeen@seweurodriveindia.com

www.seweurodriveindia.com

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2 of 2

IndiaMART InterMESH Ltd.

Advant Navis Business Park, Plot no.7,
7th & 8th Floor, Sector - 142, Noida, UP
Toil Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com



Letter of Intent-Final Placement

Date: March 12, 2019

Dear Rishikesh Pradeep Bagde,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive - Client Servicing

CTC -3,00,000/- LPA

Location - Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely

Jan.

Prerna Hajela Senior Manager -Human Resources

Accept.

Su Julys

13/3/19



7th & 8th Floor, Sector - 142, Noida, UP Toll Free: 1800-200-4444 E: customercare@indiamart.com Website: www.indiamart.com

Documents required for issuing the offer letter

We request you to send the below listed documents at Priyanka.bhardwaj@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- PAN Card (Please apply if you do not possess one and share acknowledgement with us)
- 2. Aadhar Card (Please apply if you do not possess one and share acknowledgement with us)
- 3. Valid Driving License and 2-Wheeler RC
- 4. 10th Marksheet
- 5. 12th Marksheet
- 6. All semester wise marksheet for Graduation (in case of any backlog, please share all marksheets)
- 7. All semester wise marksheet for Post-Graduation
- 8. No Objection Certificate from College/Institute or Provisional Degree

Should you have any queries, please feel free to contact Ms. Priyanka @ 7290043726.

I accept the terms conditions of this offer

(Candidate's Signature

Name and Date





Ref No: HTL/Apr19/Delivery-PES/93222

April 12, 2019



Mr. Adarsh Sinha S/O Manish Kumar Sinha, Near Devi Aasthan, Old Court road, House no. 53A, Prasad Bigha, Nawada, Bihar - 805110

Dear Adarsh,

We refer to your candidature and to our discussions. We are pleased to offer you an appointment in our organization. Welcome onboard as a Hitechian!

Your designation will be Graduate Engineer Trainee. Your base location will be Pune unless notified otherwise.

On joining, you are required to sign an undertaking of 2 years' service at Hinduja Tech

The details of the Compensation package offered to you are given in Annexure -A.

Your employment will be governed by terms and conditions (Annexure – B) and you will have to sign a Non-Compete, Non-Solicit & Non-Disclosure Agreement (Annexure-C).

The documentation necessary at the time of your joining is listed in Annexure – D.

We look forward to having you on-board on or before "July 01, 2019"

Please convey your acceptance of this offer within 7 days of receiving this offer. This offer will stand automatically withdrawn if we do not hear from you within those 7 days or your failure to report for joining on "July 01, 2019" as the case may be.

We welcome you to Hinduja Tech Limited and looking forward to a long and mutually beneficial association.

PS: By your acceptance of this letter, you acknowledge and abide by the terms including the commitments that have been discussed and agreed with you (either written or orally) during the selection process.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR



Annexure - A

Name : Adarsh Sinha	Title : Graduate Engineer Trainee
	Band : A
	Sub-band : AP1

Compensation Structure

Part - I

(All figures in Indian Rupees)

A. Fixed Compensation	Per Month	Per Annum	Remarks
Basic salary	9,636	1,15,633	30% of (A)
HRA	4,818	57,817	50% of Basic
Flexi Benefit Plan	15,866	1,90,394	
PF Employer Contribution *	1,800	21,600	12% of Basic
ESI (If Applicable)			
Total (A)	32,120	3,85,445	
B. Total Variable Compensation			
Variable Compensation/bonus (B)	3,854	46,253	12% of Fixed
C. Other Benefits			
Gratuity**		5,559	
Medical Insurance***	74	12,743	
Total '(C)		18,302	
CTC (A+B+C) (Fixed Pay + Variable Pay + Other Benefits)		4,50,000	

*Flexible Benefit Plan will cover following heads:

- a. Conveyance Allowance
- b. Leave Travel Allowance
- Sodexo Coupons
- d. Special Allowance

^{**}PF is deducted at 12% of basic or INR 1800, whichever is higher.

^{***}Variable pay will be applicable as per company variable policy.

[#] Gratuity as per the provisions of Payment of Gratuity Act.

^{##} Group Medical Insurance & Group Life Insurance as per company policy.



Part- II

Variable Compensation Details

Variable Pay will be as per the compensation structure mentioned in the Annexure A. It aims at assessing and reviewing performance against stated goals and objectives. It will be paid as per guidelines and as per the company's published variable pay policy.

As per Company Policy, full time employees are eligible for this payment from the date of joining. The payment will be effective, subject to a minimum of one month's service in a quarter.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR

I agree & accept the above terms

Adamh Linha

(Adarsh Sinha)



Annexure -B

The following terms are essential conditions of the Contract of Employment and binding upon the employee.

Assignments / Transfers / Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

You shall provide details regarding the utilization of your time by entering the same into the prescribed data recorders or Time Sheets (TS) on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to our TS.

Termination of Employment

Post confirmation of your appointment either party can terminate this employment by serving a notice of 90 days on the other. However, if approved by the Company, an employee may surrender leave to his / her credit or pay salary (Basic) in lieu of Notice period. Similarly, the Company may pay salary (Basic) in lieu of Notice period, if required.

In case of employees who are governed by service agreements for serving a minimum stipulated period, the employee can exercise option under the above clause only on their completion of the stipulated service period agreed to and provided therein.

Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case, your employment shall automatically come to an end without any notice of termination.

You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation and concealment of the facts.

Authenticity of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job



independently anywhere in India or Overseas. In case, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorizations

Only those authorized by a specific power or attorney, may sign legal documents representing the Company.

Unauthorized Software

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your Computer Systems.

Security

You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data security, and assets.

Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (a) your commitment to complete the project (b) your returning to India after completion of the project and serving the Company for a stipulated period).

Intellectual Property Rights

All intellectual property right Techs, including but not limited to, Patents, Copy right, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute / sign such documents for the purpose of assigning such intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.



Jurisdiction

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

Retirement

You shall automatically retire from the services of the Company at the age of 58 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Antecedent verification

This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

General

The above terms and conditions are based on Company Policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all service matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time. The employer will not be liable for any of the incidents occurring due to employee's personal acts.

This is to certify that I have gone through and understood all the terms and conditions as stated in Annexure B and other applicable Annexures which are integral part of this Offer Letter and I hereby accept and agree to abide by the same.

Name in full: Adarsh Sinha

Chaul Siner. Address: S/O Manish Kumar Sinha, Near Devi Aasthan, Old Court road, House no. 53A, Prasad Bigha,

Nawada, Bihar - 805110

Date:



Annexure C

Non-Compete, Non-Solicit & Non-Disclosure Agreement

Mr. Adarsh Sinha 5/0/D/O Mr. Manish Sinha, Near Devi Aasthan, Old Court road, House no. 53A, Prasad Bigha, Nawada, Bihar - 805110. (hereinafter referred to as the Employee)

The Employer and Employee collectively referred to as the Parties.

NOW THE AGREEMENT WITNESSETH AND THE PARTIES HERETO ADHERE AS FOLLOWS:

1. Equitable Release

- a. The Employee acknowledges that the restrictions contained in this Agreement are reasonable and necessary to protect the legitimate interests of Hinduja Tech Limited (Hinduja Tech), that Hinduja Tech would not have entered into this employment relationship in the absence of such restrictions, and that any violation of any provision of this Agreement will result in irreparable injury to Hinduja Tech.
- b. The Employee agrees that Hinduja Tech shall be entitled to preliminary and permanent injunctive relief, without the necessity of proving actual damages, as well as an equitable accounting of all earnings, profits and other benefits arising from any violation of this Agreement, which rights shall be in addition to any other right or remedies to which Hinduja Tech may be entitled. In the event that any of the provisions of this Agreement should be adjudicated to exceed the time, geographic, product or other limitations permitted by applicable law in any jurisdiction, then such provisions shall be deemed reformed in such jurisdiction to the maximum time, geographic, product or other limitations permitted by applicable law.
- c. Conflicting Employment: The employee agrees that during the time of his employment with the Employer, he/she will not accept nor will he/she engage in employment, consulting or other business activities directly relating to the business of the Employer.
- d. During the term of the Employee's employment with Hinduja Tech, and for a period of one (1) year thereafter, the Employee agrees that he will not:
 - i. Directly or indirectly, own, engage, participate, or be employed in any capacity related or similar to, or requiring knowledge of Confidential Information obtained from, Employee's employment with Hinduja Tech;
 - ii. Solicit HINDUJA TECH LTD's customers or divert to any Competing Business any individual or entity which is a customer of Hinduja Tech or was a customer at any time during the preceding 12 months; or
 - Employee will not induce, recruit or solicit any of the Employer's current or employees who have resigned in past 12 months or enter into another employment agreement with a competitor to the Employer.
 - iv. Work directly or indirectly either as an employee or as a consultant or through any vendor or in any other way for hire or reward with customer of HINDUJA TECH LTD without an explicit approval from HINDUJA TECH LTD conveyed by means of a "No Objection" letter addressed to HINDUJA TECH LTD's customer.



- e. The term "Competing Business" as used in this Agreement shall mean any business or enterprise which develops, designs or engaged in engineering design services (including any other related software services),markets or sells products or services which are competitive with or similar to products developed, manufactured, marketed or sold by Hinduja Tech, or provides services which are competitive with or similar to services provided by Hinduja Tech, in any geographic market in which Hinduja Tech actually develops, manufactures, markets or sells competitive or similar products or services, including, in each case, any product or service Hinduja Tech has under development and which is the subject of active planning at any time during the term of the Employee's employment.
- Provisions of this section shall not prevent the Employee from acquiring or holding publicly-traded stock or other publicly-traded securities of a business.
- g. For purposes of this Agreement engaging in any business substantially similar to, or in competition with the business of Employer shall mean (i) engaging in a business as an owner, partner or agent (ii) taking employment with a third party engaged in such business either as an employee, contractor or consultant or (iii) soliciting customers for the benefit of third party engaged in such business.

Records of Inventions.

The Employee will keep complete and current records of all Inventions which he makes during the time period during which he is employed with Hinduja Tech, and promptly disclose all such Inventions, in writing, to Hinduja Tech. The Employee will submit any such disclosures to the extent Hinduja Tech may request.

3. Inventions

- All inventions, discoveries, improvements, innovations, and trade secrets (hereinafter collectively referred to as "Inventions"), which are or have been made, conceived, developed or reduced to practice by the Employee, individually or jointly with others, during the period of the Employee's employment with Hinduja Tech, and within one (1) year thereafter, and which relate to, result from, or arise in any way out of any work done for Hinduja Tech, or any information or assistance provided in any way by Hinduja Tech, are and shall forthwith become the sole and exclusive property of Hinduja Tech, whether or not patented or patentable.
- The Employee hereby agrees and assigns any and all rights or interest he may have or acquire in the Inventions as well as rights or benefits resulting therefrom to Hinduja Tech without further compensation. The Employee further agrees to sign, execute, make or do any and all such deeds or other things which Hinduja Tech shall require:
 - (i). To apply for, obtain or vest in the name of Hinduja Tech (unless Hinduja Tech shall direct otherwise) letters, patents, copyrights or other analogous protection, and
 - (ii). To defend any opposition proceedings in respect to such protection.

4. Pre-employment Inventions.

The Employee will completely identify (without disclosing any trade secret or other confidential information) every Invention made before his employment with Hinduja Tech, in which he has an ownership interest and which is not the subject matter of an issued patent or a printed publication at the time of this Agreement.

5. Disclosure of Inventions after Termination.

The Employee will promptly and completely disclose in writing to Hinduja Tech Legal Department all Inventions which he may make during his employment with Hinduja Tech, and for a period of one (1) year immediately following the end of his employment by Hinduja Tech, which relate to his prior work assignment at Hinduja Tech or to any Confidential Information of Hinduja Tech, for the purpose of determining Hinduja Tech right in each such Invention. The Employee will not file any patent application relating to any such Invention during this period without the prior written consent of Hinduja Tech Legal Department. The



Employee acknowledges that, if he is unable to prove that he made the Invention entirely after leaving Hinduja Tech employment, the Invention is presumed to have been made during the period of time during which he was employed with Hinduja Tech. The Employee acknowledges that the conditions of this paragraph are no greater than is necessary for protecting Hinduja Tech interests in its Confidential Information to which it is rightfully entitled.

6. Confidential Information from Previous Employment.

The Employee certifies that he has not, and will not disclose or use during his employment with Hinduja Tech, any Confidential Information which he has acquired as a result of any previous employment or any contractual obligation of confidentiality before his employment by Hinduja Tech.

7. Prior Restrictive Obligations.

The Employee will completely identify all prior obligations (written and/or oral) such as confidentiality agreements or covenants restricting future employment, which the Employee may have entered into and which may restrict his ability to perform the duties of his employment with Hinduja Tech. The employee hereby confirms that he will abide by such restrictive obligations of any such agreement or covenants for such period as agreed with the previous employer.

8. Notice to Future Employers.

For a period of one (1) year immediately following the end of Employee's employment with Hinduja Tech, the Employee will inform each new employer, prior to accepting employment, of the existence of this Agreement and provide the employer with a copy of this Agreement.

9. Conflicts of Interest.

The Employee certifies that, during the term of his employment with Hinduja Tech, he will not engage in outside employment or other activities which could give rise to a conflict or interest diminish the effectiveness of his performance or reflect adversely on Hinduja Tech. This specifically includes, without limitation:

- (i). Outside employment including self-employment, which may interfere with the performance of his duties as a Hinduja Tech employee.
- (ii). Other employment or activities in the course of which the Employee would use, or might be tempted or induced to use, Hinduja Tech property or information in other than Hinduja Tech own interest.
- (iii). Simultaneous alternate employment in a line of business that is in conflict or competition, in whole or in part, with Hinduja Tech line of business.
- (iv). Engaging in any outside activity which is a violation of the Hinduja Tech Business Conduct Policy, and might reflect adversely upon Hinduja Tech.
- (v). Requests from customers or potential customers for services outside the usual scope of the Employee's employment; for example, the appraisal of used equipment. Such requests will be honored only upon written approval, in advance, by Hinduja Tech.
- (vi). Accepting any remuneration or accepting entertainment or gifts of more than nominal value from a supplier, customer or competitor.

10. Third Party Beneficiaries and Assignment of Rights.

The Employee agrees that the obligations recited herein will automatically extend to Hinduja Tech successors and assigns. The obligations also extend to any subsidiary, affiliate or parent of Hinduja Tech whose confidential and/or proprietary information the Employee may have or may have had access to during his employment with Hinduja Tech.



11. Not a Contract of Employment.

The Employee understands that this Agreement does not constitute or create a contract or commitment for the employment of the Employee with Hinduja Tech for any fixed term. The Employee acknowledges that his employment with Hinduja Tech may be terminated by either Hinduja Tech or by the Employee at any time for any reason or no reason and with or without cause, except as may otherwise be required by law.

12. Confidential Information.

Employee acknowledges that, by reason of Employee's employment by Hinduja Tech, the Employee will have access to confidential information of Hinduja Tech, including, without limitation, information and knowledge pertaining to products, inventions, discoveries, improvements, innovations, engineering designs, software, ideas, trade secrets, proprietary information, manufacturing, plant and process design, packaging, advertising, distribution and sales methods and plans, sales and profit figures, and customer and client lists between Hinduja Tech and dealers, distributors, sales representatives, wholesalers, customers, clients, suppliers and others who have business dealings with them (hereinafter collectively referred to as "Confidential Information"). The Employee acknowledges that such Confidential Information is a valuable and unique asset of Hinduja Tech and covenants that, both during and after his employment with Hinduja Tech, he will not disclose any Confidential Information to any person (except as the Employee's duties may require) without the prior written authorization of Hinduja Tech. The obligation of confidentiality imposed by this Agreement shall not apply to information that becomes generally known to the public through no act of the Employee in breach of this Agreement.

The Employee acknowledges that all documents, files and other materials received from Hinduja Tech or any employee of Hinduja Tech during the term of his employment (with the exception of documents relating to the Employee's compensation or benefits to which the Employee is entitled) are for use of the Employee solely in discharging his duties and responsibilities hereunder and that the Employee has no claim or right to the continued use or possession of such documents, files or other materials following termination of the Employee's employment with Hinduja Tech. The Employee agrees that, upon termination of employment, he will not retain any such documents, files or other materials and will promptly return to Hinduja Tech any documents, files or other materials in his possession or custody.

13. Binding Effect

The covenants and conditions contained in the Agreement shall apply to and bind the Parties and the heirs, legal representatives, successors and permitted assigns of the Parties.

14. Miscellaneous

If a court of competent jurisdiction determines that any portion of this Agreement is illegal, invalid or unenforceable, then that portion shall not affect the legality, validity or enforceability of the remainder of the Agreement and the remainder of the Agreement shall continue in full force and effect.

This Agreement binds the Employee's heirs, executors, administrators, legal representatives and assigns and inures to the benefit of Hinduja Tech and its successors and assigns.



15. Waiver

The failure of either party to enforce any provisions of this Agreement shall not be deemed a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provisions of this Agreement.

16. Severability

In any part and parts of this Agreement shall be held unenforceable for any reason, the remainder of this Agreement shall continue in full force and effect. If any provision of this Agreement is deemed invalid or unenforceable y any court of competent jurisdiction and if limiting such provision would make the provision valid, then such provision shall be deemed to be construed as so limited.

17. Entire Agreement

This Agreement constitutes the entire agreement between the Parties and supersedes any prior understanding or representation of any kind preceding the date of this Agreement. There are no other promises, conditions, understandings or other agreements, whether oral or written relating to the subject matter of this Agreement. This Agreement may be modified in writing and must be signed by both Employee and Employer. All changes in policy will be communicated by the company from time to time which needs to be abided by the employee.

18. Governing Law

This Agreement shall be governed by and construed / enforced in accordance with the laws of India and the Parties subject themselves only to the jurisdiction of courts in Chennai, Tamil Nadu, and India.

I HEREBY REPRESENT AND WARRANT that I am of full age and have every right to contract in my own name in the above regard. I stale further that I have read the terms of the foregoing Agreement, I have been given an opportunity to ask questions concerning its content, and have been given the opportunity to discuss its content with my counsel prior to its execution.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed the day and year first above written.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR

Employee

John Liver

Witness: (1)

(2)



Annexure - D

At the time of joining, you are requested to bring the following documents in original, along with one copy each.

- Certificates supporting your educational qualifications along with mark sheets:
 - Std X Certificate and mark sheet
 - Std XII Certificate and mark sheet
 - o Degree Certificate and Semester-wise / Year-wise mark sheets
 - o Master's Degree Certificate and Semester-wise / Year-wise mark sheets
 - o Diploma /PG Diploma Certificate and Transcripts
 - Any other Certificates with supporting documents, if any
- Your latest salary slip / Salary Certificate
- Your relieving letter / Service Certificate from the last three employers
- Acknowledged copy of our offer of appointment
- Cancelled cheque leaf of your Bank account
- Form 16 or Taxable Income Statement duly certified by the previous employer (statement showing deductions and Taxable Income with break-up)
- 4 passport sized colour photographs with white background
- Valid pages of the Passport
- Valid government ID proof for your current / permanent address.
- Adhar Card
- PAN Card You must carry and provide your PAN card copy. Please note that it is mandatory to provide PAN Card (as submitted by the Income Tax Department) for processing of your Payroll. No payment on account of Salary will be made without this.

Please bring all the Certificates supporting your educational qualifications along with mark sheets in original for verification only.

Sai Point Finance Corporation Ltd.
Prestige Precinct, Almeida Road, Opp. TMC,
Near Nitin Co. Compd., Panchapakhadi,
Thane (W) 400 601. Tel.: 022-4151 8420
(M): +91 84528 46222 / 84528 81122
E: spfc@spfc.co.in • Website: http://www.spfc.co.in





SPFC/FY19/HR/HO-MT/01

April 25, 2019

Ms Dhanashri Wankhede

Subject: Offer Letter

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Sai Point Finance Corporation Limited. While considering your educational background and ability to learn we propose to you the below offer:

Your Annual Total Employment Cost to the Company will be Rs. 1,44,000/- per annum.

You are required to join us latest by June 3rd 2019, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of educational/professional qualifications and experience certificates (as applicable).
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by April 30th 2019.

SPFC team wishes you a great learning experience!

For Sai Point Finance Corporation Limited

Vaibhay Doval

(Chief Executive Officer)

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Sai Point Finance Corporation from 03/06/2019.

Date	(Signature)
	(- 3)

Sai Point Finance Corporation Ltd.
Prestige Precinct, Almeida Road, Opp. TMC,
Near Nitin Co. Compd., Panchapakhadi,
Thane (W) 400 601. Tel.: 022-4151 8420
(M): +91 84528 46222 / 84528 81122
E: spfc@spfc.co.in • Website: http://www.spfc.co.in



SPFC/FY19/HR/HO-MT/03

April 25, 2019

Ms Snehali Gorde

Subject: Offer Letter

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Sai Point Finance Corporation Limited. While considering your educational background and ability to learn we propose to you the below offer:

Your Annual Total Employment Cost to the Company will be Rs. 1,44,000/- per annum.

You are required to join us latest by June 3rd 2019, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of educational/professional qualifications and experience certificates (as applicable).
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by April 30th 2019.

SPFC team wishes you a great learning experience!

For Sai Point Finance Corporation Limited

Vaibhay Doval

(Chief Executive Officer)

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Sai Point Finance Corporation from 03/06/2019.

Date 2 5 19

(Signature)

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



27th May 2019

Smita Gorakshnath Hule

A-Landewadi(pingalwadi),P-Narodi, Tal-Ambegaon,Dist-Pune,410503

Dear Smita,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3rd October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

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. 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

Ding or.

Divya Jha Director – Human Resources 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

: Smita Gorakshnath Hule

Grade

: 167

Designation

Graduate Engineer Trainee

Location

: Bangalore

Proposed Salary Component	Amoun	t (INR)
Troposeu Suury Componen	Per Month	Per Annum
Basic Salary + DA	15000	180000
Allowances	15811	189732
Gross Salary (A)	30811	369732
Provident Fund	1800	21600
Gratuity	722	8664
Total Retirals (B)	2522	30264
Cost To Company (A+B)	33333	400000

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

For Johnson Controls (India) Private Limited

Ding. No

Divya Jha

Director - Human Resources

smita G. Hule

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



27th May 2019

Arvind Prakash Tehare

"Shivlila" 48/3; Ganeshnagar, Vadgaonsheri, Pune 14

Dear Arvind,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3^{rd} October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

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
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- 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. 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

Ding no

Divya Jha Director – Human Resources Recieved & Accepted.
Amind Prakash Tehare]

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

: Arvind Prakash Tehare

Grade

: 167

Designation

: Graduate Engineer Trainee

Location : Bangalore

Duran and Galaim Commonant	Amoun	t (INR)
Proposed Salary Component	Per Month	Per Annum
Basic Salary + DA	15000	180000
Allowances	15811	189732
Gross Salary (A)	30811	369732
Provident Fund	1800	21600
Gratuity	722	8664
Total Retirals (B)	2522	30264
Cost To Company (A+B)	33333	400000

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

For Johnson Controls (India) Private Limited

Duy No

Divya Jha

Director - Human Resources

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



27th May 2019

Bhairat Aswani Bharat

Ashtavinayak Housing Soc. Talyacha Matha Hno-260/, Dehugaon Pune

Dear Bhaitrat,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3^{rd} October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

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
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- 8. Pancard Copy, Mandatory
- 9. Aadhar Card, Mandatory
- 10. Passport Photocopy, if available
- 11. 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

Ding no

Divya Jha Director – Human Resources

A Russel.

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

Johnson Controls

Website: www.johnsoncontrols.com CIN: U33130MH1995PTC111247

Salary Annexure

Name of the Employee

Bhairat Aswani Bharat

Grade

: 167

Designation

: Graduate Engineer Trainee

Location

: Bangalore

Proposed Salary Component	Amoun	t (INR)
1 Toposcu Suitily Component	Per Month	Per Annum
Basic Salary + DA	15000	180000
Allowances	15811	189732
Gross Salary (A)	30811	369732
Provident Fund	1800	21600
Gratuity	722	8664
Total Retirals (B)	2522	30264
Cost To Company (A+B)	33333	400000

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

Day No

For Johnson Controls (India) Private Limited

Divya Jha

Director - Human Resources

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



27th May 2019

Vinit Surykant Jagdale

Gat No. 295 Sambhaji Nagar Dehu Rasta, Moshi, Tal-Haveli, Dist-Pune, Maharashtra

Dear Vinit,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3^{rd} October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

While joining you are requested to produce following documents in original along with Xerox copy of each.

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- 4. Last Pay certificate/slip, if any.
- 5. Last appraisal letter
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- 8. Pancard Copy, Mandatory
- 9. Aadhar Card, Mandatory
- 10. Passport Photocopy, if available
- 11. 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

Ding. N.

Divya Jha Director – Human Resources Received & Accepted (Vinit Tagdale) 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

: Vinit Surykant Jagdale

Grade

: 167

Designation

: Graduate Engineer Trainee

Location

: Bangalore

Duran d Galacia Common and	Amoun	it (INR)
Proposed Salary Component	Per Month	Per Annum
Basic Salary + DA	15000	180000
Allowances	15811	189732
Gross Salary (A)	30811	369732
Provident Fund	1800	21600
Gratuity	722	8664
Total Retirals (B)	2522	30264
Cost To Company (A+B)	33333	400000

Johnson (

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

For Johnson Controls (India) Private Limited

Duy

Divya Jha

Director - Human Resources





Vikas Singh <vssingh@admin.maepune.ac.in>

Campus results @ Gazeto Technosmart Pvt. Ltd.

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in Mon, Apr 22, 2019 at 11:36 AM

we have selected the following students for the role of Management Trainee at Gazeto Technosmart Pvt. Ltd.:

- 1. Sameeksha Nimje
- 2. Arvind Tehare
- 3. Ashwini Jawale
- 4. Mohit Kumar
- 5. Akash Chandra

The salary that we would be offering is Rs. 12,000 per month plus travel allowance and other benefits as per our company policy. The base location of all these trainees would be Pune. And upon successful completion of their 1 year training, we would absorb them as Assistant Managers in our organization.



April 23, 2019

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Dear Ms. Ashwini Jawale

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Gazeto Technosmart Pvt. Ltd. After having considered your educational background and ability to learn we propose the following offer:

Your Annual Total Employment Cost to the Company will be Rs. 144,000/-

You are required to join us on 3rd of June, 2019, failing which this offer stands cancelled unless otherwise discussed and approved.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of certificate of educational/professional qualifications.
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 24th of May, 2019.

We wish you good luck for your exams and look forward to have you on our team.

For Gazeto Technosmart Pvt Ltd

Vaibhav Doval

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Gazeto Technosmart Pvt Ltd from (/ /

(Signature)

Date____



Dear Mr. Akash Chandra

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Gazeto Technosmart Pvt. Ltd. After having considered your educational background and ability to learn we propose the following offer:

Your Annual Total Employment Cost to the Company will be Rs. 144,000/-

You are required to join us on 3rd of June, 2019, failing which this offer stands cancelled unless otherwise discussed and approved.

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Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 24th of May, 2019.

We wish you good luck for your exams and look forward to have you on our team.

For Gazeto Technosmart Pvt Ltd

Vaibhay Doval

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Gazeto Technosmart Pvt Ltd from (/ /

(Signature)

Data 27-4-19

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April 23, 2019



Dear Mr. Mohit Kumar

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Gazeto Technosmart Pvt. Ltd. After having considered your educational background and ability to learn we propose the following offer:

Your Annual Total Employment Cost to the Company will be Rs. 144,000/-

You are required to join us on 3rd of June, 2019, failing which this offer stands cancelled unless otherwise discussed and approved.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of certificate of educational/professional qualifications.
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 24th of May, 2019.

We wish you good luck for your exams and look forward to have you on our team.

For Gazeto Technosmart Pvt Ltd



Vaibhay Doyal

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Gazeto Technosmart Pvt Ltd from (/ /

(Signature)

Date 06/May 2019

Gazeto Technosmart Pvt. Ltd.

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3rd Floor, Omkar Heights, Vishal Nagar, Pimple Nilakh, Pune - 411 027



Strictly Private and Confidential

Date: 03/05/2019 Ashwini Jawale A/p Parner, Tal- Parner, Ahmednagar



Dear Ashwini Jawale, Sub: Letter of Offer

Thank you for exploring career opportunities with BARE FOOTER SCHOOL. 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 **Data Analyst-Trainee**, which is subject to change as per the business requirements of BARE FOOTER SCHOOL.

Your gross salary including all benefits will be Rs. 3,50,000/- per annum, as per the terms and conditions after successful completion of training for minimum first 6 months.

During your traineeship, you would be paid Rs. 10,000/- (Rupees Ten Thousand only) per Month. The working hours of your traineeship would be from 10:00 AM to 6:00 PM, on all days from Monday to Saturday.

Kindly confirm your acceptance of this offer online by printing this 'Offer letter' & signing it.

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.

Candidate's Signature

Aqual



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 BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL and who have not been successful in clearing the BARE FOOTER SCHOOL selection process are not eligible to re-apply to BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL 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 six months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which BARE FOOTER SCHOOL would normally confirm you.

Candidate's Signature

PUNE OFFICE: B 132, FIRST FLOOR, SHOPPER'S ORBIT, ALANDI ROAD, ABOVE UNION BANK, VISHRANTWADI, PUNE-411015

SCHOOL: ACABC, A-2/6, MIDC, SHRIRAMPUR, DIST- AHMEDNAGAR- 413709



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, BARE FOOTER SCHOOL may terminate your traineeship forthwith. However, BARE FOOTER SCHOOL 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 BARE FOOTER SCHOOL's training policy. BARE FOOTER SCHOOL 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

BARE FOOTER SCHOOL 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.

Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per BARE FOOTER SCHOOL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to BARE FOOTER SCHOOL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on BARE FOOTER SCHOOL'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 BARE FOOTER SCHOOL, you are not permitted to

Candidate's Signature

PUNE OFFICE: B 132, FIRST FLOOR, SHOPPER'S ORBIT, ALANDI ROAD, ABOVE UNION BANK, VISHRANTWADI, PUNE-411015

SCHOOL: ACABC, A-2/6, MIDC, SHRIRAMPUR, DIST- AHMEDNAGAR- 413709



April 23, 2019



Dear Mr. Chaitanya Deshmukh

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Gazeto Technosmart Pvt. Ltd. After having considered your educational background and ability to learn we propose the following offer:

Your Annual Total Employment Cost to the Company will be Rs. 144,000/-

You are required to join us on 3rd of June, 2019, failing which this offer stands cancelled unless otherwise discussed and approved.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of certificate of educational/professional qualifications.
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 24th of May, 2019.

We wish you good luck for your exams and look forward to have you on our team.

For Gazeto Technosmart Pvt Ltd



Vaibhay Doyal

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Gazeto Technosmart Pvt Ltd from (/ /).

(Signature)

Gazeto Technosmart Pvt. Ltd. 3rd Floor, Omkar Heights, Vishal Nagar, Pimple Nilakh, Pune - 411 027





Date: 9th May 2019

Name: -Mr. Akash Khokale.
Pune.

Sub: Offer Letter for the position of Business Development Executive.

Dear Mr. Akash Khokale,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Business Development Executive** in our organization.

Date of Joining: You have joined us on 3rd Jun 2019.

Your total Gross salary will be Rs. 2, 50,000 (Two Lakh Fifty Thousand only). Subjects to various deductions as per companies and government policy.

The roles and responsibilities and other terms and conditions of your employment will be specified you in your appointment letter.

We welcome you to Pillar IT Services Pvt Ltd. Family and hope it would be the beginning of a long and mutually beneficial association.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

Joining Instructions: -

Working Hours and Days

The general office working would be of 9 hours Monday to Saturday.

13/05/2019

You are requested to report to work on 3^{rd} Jun 2019 sharp unless your extension of joining date and time has been previously discussed and agreed upon by a designated Officer of the Company.

The company shall be entitled to make declarations from time to time pertaining to matters like leave entitlement, leave encashment, working hours etc., and may alter the

I will be joining phom 3rd June, 2019,



Name

Mr. Akash Khokale

Position

Business Development Executive

Salary and Allowances:

Gross Annual Emoluments	2,50,000/-
Fixed Monthly Emoluments CTC	
Basic Pay	20,833/- 8,333/-
HRA	4,167/-
Conveyance Allowance	1,050/-
Mobile Allowance	500/-
Exgratia	6,783/-
Total Gross Salary	20,833/-
Deductions TDS - IF Applicable	
Professional Tax	200/-
PF Contribution	
Total Net Salary	20,633/-

Note: 1) As per government norms, TDS will be applicable on above salary



MIT Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in Mon, May 13, 2019 at 3:12 PM

Career Management team heartily Congratulates Student Selected (2018-19 Batch)

Tata Motors has selected

Kshitij S. Kinhikar - BE E&TC

We wish him all the best !!!





Vikas Singh <vssingh@admin.maepune.ac.in>

Extra Mark's selection

1 message

R Mathew <dir.tnp@mitaoe.ac.in>
To: tp2019all@mitaoe.ac.in
Cc: vssingh@admin.maepune.ac.in

Wed, Jun 5, 2019 at 9:07 AM

CMD wishing the selects all the best for their future.

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Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph.: +91-120-4175300

Date : 05-Jun-2019 Name : Abhishek Mishra

Location: Bihar,

Address: Harinagar West, Near H.S. Mbihar, Harinagar, Bihar, Harinagar, Bihar - 845103

Dear Abhishek,

Subject : Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 17-Jun-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- · Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: http://careers.extramarks.com/index/filldetail/refld/NjA2NTc3MjO=

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 17-Jun-2019.

Accepted

Registered Office: 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph.: +91-011-40392333 / Fax: +91-011-23733114/ CIN: U80900DL2015FTC283323 / www.extramarks.com





Vikas Singh <vssingh@admin.maepune.ac.in>

Extra Mark's selection

1 message

R Mathew <dir.tnp@mitaoe.ac.in>
To: tp2019all@mitaoe.ac.in
Cc: vssingh@admin.maepune.ac.in

Wed, Jun 5, 2019 at 9:07 AM

CMD wishing the selects all the best for their future.



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NIT Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

Extra Mark's selection

1 message

R Mathew <dir.tnp@mitaoe.ac.in>
To: tp2019all@mitaoe.ac.in
Cc: vssingh@admin.maepune.ac.in

Wed, Jun 5, 2019 at 9:07 AM

CMD wishing the selects all the best for their future.



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Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in

Thu, Jun 13, 2019 at 12:23 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

CAPGEMINI has selected the following student

Saurabh Kumar Choudhary

We wish him all the best !!!



Date: 17/06/2019



To, Gorde Snehali Subhash A/P-13/A, Shree Laxml Heights, Mulewadi road, Manchar - 410503

LETTER OF OFFER

Dear Gorde Snehall Subhash

We are pleased to offer you employment in our organization for the project of Glowe Portal LLP., as designated "Pre- Move Consultant".

- 1. You shall report to work on 25/06/2019 at work location Glowe Portal LLP., B-511, BSEL Tech Park, Sector 30 A, Opposite Vashi Railway Station, Vashi, Navi Mumbai - 400703.
- 2. Your total monthly Net salary will be Rs.15000/- pm.
- 3. Your D.O.J will be 25/06/2019.

With warms regards

Yours truly

For Synergy Ace Solutions Rvt

Authorised Signator

Corporate office : Unit No.304, Vishwananak CHS. Ltd., Opp. Hindustan Lever, Chakala, Andheri (East), Mumbai - 400 099.

E-mail: admin@synergyace.com, www.synergyace.com
Registered Office: D-13,1:4,Sagar Co.Op.Hsg. Society Ltd., Sector 29, Vashi, Navi Mumbai - 400703.
CIN: U74120MH2012PTC235807



Date: 17/06/2019

To,

Gorde Snehali Subhash A/P-13/A, Shree Laxmi Heights, Mulewadi road, Manchar - 410503

Subject: Appointment Letter

Dear Gorde Snehali Subhash

We welcome you to our organization. We are pleased to inform you that our organization has appointed you for the project of Glovve Portal LLP, and your monthly salary details & terms and conditions are as per annexure attached.

We hope to have a long successful professional relationship with you and wish you all the very best for your future endeavors.

Yours truly

For Synergy Ace Solutions Pvt. Ltd.

Authorized Signatory MUMB

Corporate office: Unit No.304, Vishwananak CHS. Ltd., Opp. Hindustan Lever, Chakale, Andheri (East), Mumbal - 400-099. E-mail: admin@synergyace.com, www.synergyace.com

Registered Office: D-13,1:4,Sagar Co.Op.Hsg. Society Ltd., Sector 29, Vashl, Navi Mumbal - 400703,
CIN: U74120MH2012PTC235807



General Terms & Conditions:

- 1. You will be eligible for PF,ESIC, Bonus and leave benefits deductions on account of this will be detailed In the salary statement. All payment to you under the terms of employment are subject to deduction of tax at source under the Income Tax Act and any other enactment that may be in force from time to time. The company will also be entitled to deduct from the payment due to you, any dues payable by you to the company.
- 2 Probation clause:- You will serve a probationary period of Thirty (30) days. You will be confirmed in your appointment in writing on successful completion of the said probationary period. If your performance is not satisfactory during this period, your probation may be extended for a further period of up to fifteen (15) days. On completion of the probationary period, till such time that you are intimated in writing about your confirmation, you will be on probation. During the probationary period, either party may terminate this appointment by giving seven (7) days' notice in writing or payment of gross salary in lieu thereof.
- 3. You have to follow the office rules. These rules may be modified from time to time & will be put up on the notice board. You shall be governed under the Industrial Employment (Standing Orders) Act 1946 & all other allied act & rules. It is understood that you accept these unless stated Otherwise. Your appointment will be subject to you being found medically fit.
- 4. Your services can be terminated with a notice period of 15 days on either Side or equivalent pay in lieu thereof.
- 5. The company may post you in any location or offices for various assignments.
- 6. The company reserves the right to detain, deduct and not pay any dues in case of non-achievement of your targets. Your services are liable to be terminated forthwith without any compensation, or dues or notice in lieu thereof, and you shall be liable for disciplinary & legal action including damages & consequences incidental thereto.
- A) Any statement, declaration or information given by you to the company or to a customer if at any time is found to be false or untrue or if any material, particular is suppressed. (e.g. false statements in DSR, document tampering, false commitments to customers etc.).
- B) You accept any gift, money, reward which is a result of your services with this company without the written approval of the company.
- C) Data, facts and customer information, which you may learn as a reason of your assignment shall be treated as confidential & secret and will not be disclosed to any person or used for any purpose other than company's. This shall be applicable during and after your tenure here.
- D) You perform any acts, which are prejudicial to the interest of the company.
- 7. Please advice us immediately whether the above terms & conditions are acceptable to you and sign the duplicate to indicate acceptance.

With Best Regards,

For Synergy Ace Solutions

imadi Authorized Signatory I Accept

Name: Gorde Snehali Subhash

Corporate office: Unit No.304, Vishwarianak CHS, Ltd., Opp. Hindustan Lever, Chakala, Andherl (East), Mumbai - 400 099. E-mail: admin@synergyace.com, www.synergyace.com

Registered Office: D-13,1:4, Sagar Co.Op. Hsg. Society Ltd., Sector 29, Vashi, Navi Mumbal - 400703.

CIN: U74120MH2012PTC235807

ANNEXURE



Name:	Gorde Snehali Subhash	
Employee Code:	SAS/GTL/MAH/006602	
Date of joining:	25/06/2019	
Designation:	Pre- Move Consultant	
Project Name:	Glovve Portal LLP	
Project Location:	Navi Mumbai	

Con	-1	Anne	Date	
	oun	nont	Deta	115

Basic + DA		9364
HRA		468
Conveyance Allowance		800
CCA		0
Staratenous Allowance		5983
Special Allowance		
Bonus		0
Gross Emoluments		16615
Employer Contributions		7 7
Provident Fund		1217
ESIC		789
Total Contributions		2006
Cost to Company	a #	18621
Employee Deductions	***	
Profession Tax	Validition	200
Provident Fund		1124
ESIC	RESERVA	291
Total Deductions	100000	1615
Net Take Home		15000

Additional Benefits:	
The above excludes specific incentives as declared from time to time	
Conveyance & Incentives are payable as per company rules.	
After achievement on set targets, you are eligible for variable incentives	

Additional Deductions:

Labour Welfare Fund will be deducted twice in a year applicable as per State.

TDS will be deducted as per Government norms.

For Synergy Ace Solutions Pvt. Ltd.

Pernadicular authorised Signatory

Corporate office : Unit No.304, Vishwananak CHS, Ltd., Opp. Hindustan Lever, Chakala, Andherl (East), Mumbai - 400 099. E-mail : admin@synergyace.com, www.synergyace.com

Registered Office : D-13,1:4,Sagar Co.Op.Hsg. Society Ltd., Sector 29, Vashi, Navi Mumbai - 400703.

CIN: U74120MH2012PTC235807

T +91 (0) 20 4912 9000 F +91 (0) 20 4912 9001 info@kantar.com



TNS/HR/OFF/2019

June 25, 2019 Mr. Shubham Diliprao Ingle Palaso Buzruk, Palaso Badhe, Akola, Maharashtra-444102.

Subject - Offer of Appointment

Dear Shubham,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Programmer (DP & Scripting)** in **Grade B1** at our **Kantar's GDC - Pune Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **July 1, 2019.**

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Date Of Birth Certificate
- Photocopy of Aadhaar Card (Mandatory)
- Copies of all Education Documents (10th,12th,Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Relieving letter from your past employer
- Latest Increment Letter from your past employer which gives complete details of your CTC
- Last three months payslip
- Permanent Address Proof(Issued by Government)
- PAN Card Copy
- Copy of Experience/Service Letter

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Kantar's GDC - Pune and hope to have a mutually happy and successful association with us,

*Please note that after accepting this offer, if you fail to join us on or before the aforesaid date or within such period as may be extended by us, you shall indemnify the Company against the loss suffered/expenses incurred by the Company for and towards hiring you, to the extent of 5% of the Gross Annual CTC offered to you hereunder, which you shall be liable to pay to the Company forthwith.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

For TNS India (P) Limited

Rekha Narendra

Sr. Vice President- Human Resources

Signature of Candidate (As Acceptance)

Encl: CTC Statement (offered)

June 25, 2019

		A	nnexure 1		
	COMPENSATION DETAILS				
	NAME		Shubham Diliprao Ingle		
	SKALE GRADE DOJ OPERATING COMPANY UNIT DESIGNATION LOCATION		40		
			B1		
			Monday, July 1, 2019		
			Kantar's GDC Pune		
			DP & Scripting		
			Programmer		
Kantar's GDC Pune			Pune		
	S.No	Components	Approx. Max	بالنبالية	
	1	FIXED COMPONENTS	MONTHLY (Rs.)	ANNUAL (Rs	
s G	(a)	Basic Pay	15,000	180,000	
ntar	b)	House Rent Allowance	7,500	90,000	
Kar	c)	Special Allowance	8,312	99,742	
		SUB TOTAL	30,812	369,742	
	2	FLEXIBLE COMPONENT*			
	3	RETIRALS_(Employer Part)		167	
	a)	Provident Fund	1,800	21,600	
	b)	Provision for Gratuity	722	8,658	
		SUB TOTAL	2,522	30,258	
	4	COST TO COMPANY	33,333	400,000	

^{*}Flexible component is part of Special Allowance and not over and above CTC. Kindly Check Annexure 2 for details of your flexible components.

For TNS India (P) Limited

Rekha Narendra

Sr. Vice President- Human Resources

Signature of Candidate (As Acceptance)

^{**}In addition, you will also be eligible for Group Mediclaim, Personal Accident Insurance Cover and Group Term Life cover as per company policy.

^{***}As per company policy, if you wish to leave the organization within one year of joining, you would need to refund already paid relocation allowance.

^{****}In addition, you will also be signing a bond for a period of 24 months for an amount of INR100000.00.



* Kindly Check Annexure 2 for details of your flexible components. You can give your preferences for the same on date of joining.

Note: The amount mentioned in Annexure 2 are the maximum eligibility as per the skale level. The total of this flexible component should remain within the special allowance.

Annexure 2				
2	Flexible Component	Details	Maximum (Annual)	
a)	Children Education Allowance	100 per school going child, per month. Maximum of 200 per month.	2,400	
b)	Telephone & Internet	Fixed monthly sum, scales with skale.	12,000	
c)	Books & Periodicals	Fixed monthly sum, Rs. 500 or Rs. 1000 per month.	18,000	
d)	Gift Voucher	Fixed amount gift voucher, given once annually around Diwali.	5,000	
e)	Research Education	Capped Amount to be claimed with verified bills.	100,000	
f)	Meal Voucher	Can take Rs. 1100 or 2200 or 3300 per month.	39,600	
g)	Leave Travel Allowance	Capped Amount to be claimed with verified bills, scales with CTC.	15,000	





Date: 13/12/2019

Name: Pratik Meshram

Address: Ambedkar Ward, Bhandara, Maharashtra

RE: LETTER OF OFFER OF EMPLOYMENT – "Business Development Trainee"

Dear Prateek,

Trainee' with 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 Congratulations, we are delighted to offer you the position of 'Business Development advice. As a member of our team, we would ask for your commitment to deliver outstanding quality accountability in all the 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 and results that exceed client expectations. In addition, we expect your personal 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.

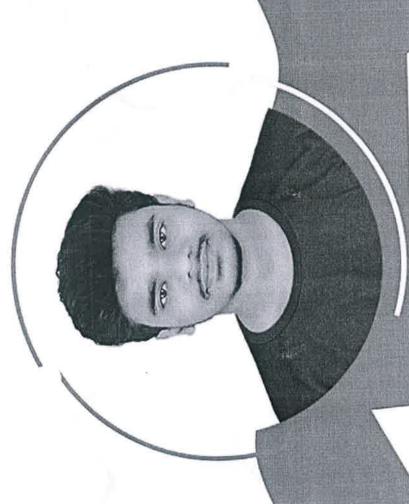
Offer Details

Designation: Business Development Trainee Location: Pune, Maharashtra Office Timing: Mon – Sat (10:00AM to 7.00PM)

Reporting Details

Reporting Location: Proctur, RH. NO.3, Elite Brookland Near Syngenta, Baner, Pune Date of Reporting: 01/06/2020 Reporting Time: 10:00 AM Learning Session @ Proctur





Speaker of The Day

Client Support Lead

Transio. Hawte horale teahaired entraties





Date:	July	27,	2019
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Ms. Jinu Radha

Employee ID -

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Jinn,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on August 05, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdecs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- Role: Your role will be whole time Software Developer however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
- 3. Remuneration: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdoes reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdoes shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdoes at the end of the probation period, your employment with Amdoes shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- Place of Work: The location of your employment will be the offices of Amdocs, Punc. India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Amdocs Development Centre India LLP Registered Office: 6th Floor, Tower - 2, Cybercity, Magorpotto, Hadapsar, Pene 411 013, Maharashtra, India Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com

2019-7-DVCI-P- 142367-1

Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018932 converted into Amdocs Development Centre India LLP (A limited liability partnership with LLP identification Number: AAI-6901) effective 18th Feb 2017

Scanned by CamScanner

- 6. Amdoes Policies: You agree to abide by all Amdoes's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdoes or immediately upon their promulgation. Should you have any queries or upon joining to such rules and regulations, it shall be your duty to seek clarifications from concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdoes's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. Background Checks: Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
- 11. Medical Checks: Amdoes shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdoes deems it necessary. Your employment with Amdoes shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdoes. Further, in case of continuous absence due to ill health beyond three (3) months, Amdoes reserves the right to terminate your employment.
- 12. Amdocs Right to Monitor: Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful

2019-7-DVCI-P-M42367-2

suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdoes that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:

a) Four passport size photographs.

b) Copy of your Passport. c) Copy of your PAN Card.

d) Copies of your education qualifications certificates.

c) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.

b) Amdoes however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.

c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdoes may, at its sole discretion, without being obligated to do so, (i) Require you to leave service at any time during the notice period without any payment

for the balance unexpired portion of the notice period or

(ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.

d) In case Amdoes is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdoes before one (1) year period, you agree to reimburse to Amdoes for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdoes may set off any amounts due to you at the termination of your employment to reimburse Amdoes for the cost of the relocation as per the Domestic Relocation Policy.

2019-7-DVC1-P-M-12367-3

18. Misconduct: Amdoes reserves the right to dismiss or terminate your employment with immediate affect and reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your a) You have seriously or persistently breached any of the terms or conditions of your part, including but not limited to the following:

b) You are, in the opinion of Amdoos, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdoes or otherwise acted in any manner upon which summary dismissal may be justified.

d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage

e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own

You are guilty of an act constituting misconduct as per Amdocs's policies or standing

- 19. Retirement: You will automatically retire from Amdoes on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdoes.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdoes or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Andoes may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdoes or to perform any such duties, projects or tasks as are expressly assigned to you by Amdoes. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdoes, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdoes or hold a power of attorney for Amdoes, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. Separation and Release Agreement: Upon termination of your employment with Amdoes for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdoes at no additional consideration or payment.
- 24. Indebtedness: If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdoes and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27: Waiver: No waiver by Amdoes of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdoes of any right under this Letter shall be construed as a waiver of any other right. Amdoes shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdoes hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

2019-7-D.YCI-P-M-12367-5

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the total bush with Saniav discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa/Anirban Mukherjee.

Authorized Signatory

Sincerely

Amdocs Development Centre India LLP

Date: July 27, 2019

By signing this Letter, I, the undersigned, Jinu Radha, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek clarifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agree...ont, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks,

Signature: Jiw Radh ...
Name: JINU RADHA

Date: 30/2/2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdoes basis): INR 475,000.00 per annum (Indian Rupee Four Lakh Seventy Five Thousand Rupees Only)

#	Break-Up	
1.	Basic Salary	INR per annuni
2.	House Rent Allowance	190000.00
3	Leave Travel Allowance	190000.00
4.	Provident Fund (Employer Contribution)	72200.00
-	Cost to Amdocs	22800.00
-	out to itinuites	475,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdoes group shall count for continuity of service in relation to accumulation of social rights.

2019-7-DVCI-P-M42367-7

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerel Sincerel Signatory

Amdocs Development Centre India LLP

Date: July 27, 2019

I, the undersigned, Jinu Radha, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. Thanks,

Signature: JINU RADMA

2019-7-DVCI-P-M42367-8

Date: 30/7/2019

Sai Point Finance Corporation Ltd.
Prestige Precinct, Almeida Road, Opp. TMC,
Near Nitin Co. Compd., Panchapakhadi,
Thane (W) 400 601. Tel.: 022-4151 8420
IM): +91 84528 46222 / 84528 81122
E: spfc@spfc.co.in • Website: http://www.spfc.co.in



SPFC/FY19/HR/HO-MT/02

April 25, 2019

Mr Ajay More

Subject: Offer Letter

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Sai Point Finance Corporation Limited. While considering your educational background and ability to learn we propose to you the below offer.

Your Annual Total Employment Cost to the Company will be Rs. 1,44,000/- per annum.

You are required to join us latest by June 3rd 2019, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of educational/professional qualifications and experience certificates (as applicable).
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by April 30th 2019.

SPFC tearn wishes you a great learning experience!

For Sai Point Finance Corporation Limited

Valbhay Doval

(Chief Executive Officer)

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Sai Point Finance Corporation from 03/06/2019.

Date 6 5 19

(Signature)





16-SEP-2019

Letter Of Appointment

Ms. Sanjivani Ghotale TCS - Pune

Dear Ms. Sanjivani,

Further to your acceptance of our offer letter vide TCSL/DT20184612442/- Pune dated 26-Jul-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. 16-SEP-2019 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 1752782.

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 Nurmal Building 9th Floor Nariman Point Mumbar 400 021





Offer: Computer Consultancy Ref: TCSL/DT20184446276/Pune

Date: 09/10/2018

Mr. Jyotinjai Sharma 77/2/1,Pathare Wasti, Near Balasaheb Khandwe HomeWadgaon Road, Lohegaon, Pune-411047, Maharashtra. Tel# 91-7620821669

Dear Jyotinjai Sharma,

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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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

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.

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This 3. Personal Allowance 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.

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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,

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Tata Consultancy Services Limited



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.

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

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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Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 096 India Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Natiman Point, Mumbal 400 021 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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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

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Nivati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel. 91 20 6608 7777 Fax. 91 20 6608 7107. Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nanman Foint, Mumbal 400 021

TES Careers Serviceline: 1800 209 3111 Email: careers atcs.com

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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

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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

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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

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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.

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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.

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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

Encl: Annexure 1: Benefits and Gross Salary

Annexure 2: List of TCSL Centres

Annexure 3: Confidentiality and IP Terms



<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter



GROSS SALARY SHEET

Annexure 1

Name	Jyotinjai Sharma
Designation	Assistant System Engineer-Trainee
stitute Name	Others

Table 1: Compensation Details (All Components in INR)

Annual
1,22,400
1,56,000
20,400
7,200
2,400
7,900
14,688
5,887
28,475
0
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.

Table 2: TCSL defined structure for BoB (All Components in INR)

able 2: TCSL defined structure for BoB (All Component Category	Monthly	Annual
	4,080	48,960
House Rent Allowance	850	10,200
Leave Travel Assistance	500	6,000
Food Card	6,270	75,240
Personal Allowance GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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^{*} 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.



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
tucknow 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,

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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 filling 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:

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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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TCS Confidential TCSL/DT20184446276



- (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.

Contact

www.linkedin.com/in/awantika-patil-9505a8169 (LinkedIn)

Top Skills

Engineering

Network Operations Center (NOC) Network Engineering

Awantika Patil

Bachelors Degree in Electronics & Telecommunication With 2+ years Of Experience.

Pune

Summary

Completed Diploma with distinction in Electronics & telecommunication from Cusrow Wadia institute of Technology & also completed Bachelors of Electronics and Telecommunication with Distinction from MIT Academy of Engineering pune.

Working as NOC Engineer at Tata telecommunication transformation services (TCTS) more than 2+ years of Experience in Networking & Telecom. I have great pleasure to say that communication & networking is my core choice.

Having good knowledge in Primary rate interface, Session initiation protocol, Actively working on Dialogic & Huawei SBC Software for customer Issue resolving.

Experience

Tata Communications Transformation Services (TCTS)
Network Operations Center Engineer
January 2020 - Present (2 years 5 months)
Pune/Pimpri-Chinchwad Area

Education

MIT AOE PUNE

Bachelor of Engineering - BE, Electrical, Electronics and Communications Engineering · (April 2016 - June 2019)

Savitribai Phule Pune University
Bachelors Degree, E&TC · (June 2016 - March 2019)

Cusrow Wadia Institute of Technology pune

Diploma of Education, Electronics and Communications Engineering \cdot (April 2013 - June 2016)



BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:10-Mar-2021

Rajan Gupta C9276909

Flat 15 Lakshmi Narayan colony 3 near sai mandir Pune

8329524019

Dear Rajan Gupta,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group-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". 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 65% and above or 6.5 CGPA and above in the current degree 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.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 2.1 (Feb 2021)

candidate's Signature

Reference Id: 19cb388b-c7b8-4daa-9dc1-927454a0870d_1 Signed By: Mahesh Vasudeo Zurale Pre-Onboarding Online Learning Program: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module – "Technology Fundamentals Online Learning" program. The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort.

Details of the program are reiterated as under:

- •Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- •Before onboarding/joining Accenture, you will need to go through the first attempt of Technology Fundamentals assessment based on the Pre-Onboarding Online Learning Program that was provided to you.
- •In case you are unable to clear your Technology Fundamentals assessment during the first attempt, you will be provided a chance to take a second attempt before onboarding.
- •Technology stream training will begin upon onboarding for those who have cleared the Technology Fundamentals assessment in the first or the second attempt.
- •In case you are unable to clear your Technology Fundamentals assessment in the first or the second attempt, we will continue to onboard you on the confirmed date. Post onboarding/joining Accenture, you will be provided a third attempt.
- •During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- •On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboarding Learning Program content, you will be eligible for a learning incentive of INR 10,000.
- •In case you fail in the first attempt or have not completed your Pre-Onboarding Online Learning training you will not be eligible for any learning incentive.
- •To clear assessments for the program, you are required to score minimum 60% marks in the first attempt test for the 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 assessment for the program.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-onboarding Online Learning Program you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the Pre-onboarding Online Learning Program 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.

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

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 foregoing 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 7 days (Seven 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 7 days (Seven 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 singed 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: https://indiacampus.accenture.com/candidate

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:

Mahesh Vasudeo Zurale Senior Managing Director Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

₹	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
D) Additional Benefits	
Gratuity as per law [#]	
Insurance Premium(notional value)	9500
Fotal Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. 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.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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.

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, parent's 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, parent"s 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 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.

GATL 2019

ANNEXURE II

Mandatory documentation at the time of onboarding:

- 1. Two copies of your recent passport size photographs.
- 2. Original marksheet of all semester (PG/UG).
- 3. Original provisional degree certificate or convocation degree certificate.
- 4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- 5. Copy of Degree/PG/Diploma (as applicable) certificates.
- 6. Passport copy, if available (if not please apply immediately).
- 8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.







Mr. Shubham Shandilya Al+Post: Khutaha Dih Ma: Barahiya Lakhisarai Bihar India

Dear Shubham Shandilya,

Thank you for your keen interest in Virtusa Consulting Services Pvt. Ltd. (Unit - I). India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the

At the time of Joining, the following will be applicable,

1. Job : Associate Engineer-Technology 2. Tier : Tier 4

Your date of joining would be January 20, 2020.

You will be based at Virtusa's IN CHE DLF office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the

Your Total Remuneration will be Rs,330,000,00/- per annum as per Annexure-I.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best sulled to you,

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with

Please note that the offer is valid subject to successful completion of your Background Verification.

for Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _

Sundararajan Narayanan

N. Sundavale

Chief People Officer & Global Head of Human Resource

Shubham Shandilya

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE			
NAME : Shubham Shandilya DESIGNATION : Associate Engineer-Technology FIER : Tier 4			
	Per Month (In ₹)	Per Annum (In ₹)	
Base Components (A)			
Basic	10,500.00	126,000.00	
HRA	5,250.00	63,000,00	
Basket of Allowances (B)		The second secon	
Leave Travel Assistance*	0.00	0,00	
Phone & Internet Reimbursement	0.00	0.00	
Advance Statutory Bonus**	1,500,00	18,000,00	
Special Allowance	3,112.00	37,338.00	
Food Reimbursement	0.00	0,00	
Retirement Benefits (C)		0.50	

PF - Company's Contribution	1,633 00	19 AG1 00
GI Altilly**	505 00	6,061.00
Fixed Compensation (A + B + C)	22,500 mg	279,006 00
Variable Compensation (at 100%) Refer Annexure	1 000 00	66,000,00
Cost to Company (Fixed Conspensation * Variable Compensation at 100%)	27,500.00	330 000 00

*CTA Can be onted for morthly or aroual payment without the tax benefit or can be craimed onco in this years to avail as kanners in another notice.

Tax regulations of Good, of India.

"Grahety is contributed by the Company and is payable as per the Grahety Act published by Govt of Hida

for Virtusa Consulting Services Pvl. Ltd. (Unit - I), India.

N Quadara &

Sundararajan Narayanan Chief People Officer & Global Head of Human Resource

Shubham Shandilya

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Deer Mr. Shubham Shandilys,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utazanon as per the published to

- 1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).
- 2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager or a fail YEARY DAME.
 - 3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining
 - 4. His payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment
- 5. Company's performance of first half of the year will be applied for H1 payouts white company's performance of the second neith of the year will be applied for H2 payouts.
 - 6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	304
Tier O	60%	40%
Ties 1	70%	30%
Tuet 2	80%	2044
Tiet 3 & 4	100%	MY.

2 in 1 pos are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, and impression managers of the partner segment heads, practice heads, and impression managers of the partner segment heads, practice heads, and impression managers of the partner segment heads. you would be playing 2 in 1 box rule

- ? Personal Utilization will be the first criteria to determine your payout eligibally. Please refer to PU Posts & Combines as the objected policy sported to abulety sixty
- 6. Campus Hues will get a personal utilization grace time for 5 months post completion of 3 months to a fee personal of 5 months from CO2 their PC would be considered as 100%, post that they will be responsible to manage they own PU
 - is. People raind as low performer will not be neighbrize any payouts for that assassing special
 - 10. The payout would be made during 16th June 2080 to both the penal FY20 181 & 121 at expectable based on the bate of bonding.
- 11. FY20 Mid-year rating will be used to entire at the ECLETED variable pay (bonus) due an early and FY20 fear-end rating with the used to entire at ECFTED variable pay (bonus) due annount.
 - 12. Team morehing is expected to the actively employed as on 15th June 2020 to the engineers. A court payors

eOffer Content

- 13. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.
- 14. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

for Virtusa Consulting Services Pvt. Ltd. (Unit - 1), India,

N. Rundavalp

Sundararajan Narayanan

Chief People Officer and Global Head of Human Resource

Shubham Shandilya

ANNEXURE-III

SUMMARY OF BENEFITS

You would be entitled for the below given benefits

Health insurance:

The Company will insure you and a maximum of five immediate dependents for Hospitalization as per the policy for an amount of Rs.200,000/-, Details would be made available on joining.

Dependents details; Self + Spouse + 2 Dependent Children + 2 Parents or 2 Parent in-laws

Group Term Life Insurance Policy (GTL) & Group Personnel Accident Coverage (GPA);

The Company will insure you for 1 time of the CTC with a minimum Cover of INR 10 Lakhs. The Policy is applicable to associates posted in India or on Virtusa India rolls,

CTC for GTL & GPA coverage = Base Components (A) + Basket of Allowances (B)

Maternity Benefit:

The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017.

Marriage Gift:

All Employees getting married during their tenure at the Company are entitled to a glift voucher worth ₹ 10,000/- as a gesture of goodwill. Details would be made available on joining.

The Company has a relocation policy in place for candidates who join from Outstation. Relocation Expanse will be reimbursed only on production of Way Bill and the Supporting Documents.

If you decide to leave the services of the Company, within one year of Johning, due to any reason, you will have to repay the total expenses incurred on

Please confirm with the undersigned on your eligibility for relocation.

For Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,

Sundararajan Narayanan

N. Sundavale_

Chief People Officer & Global Head of Human Resource

Shubham Shandilya

All Benefits are subject to revision at the discretion of Management from time to time.

EMPLOYMENT AGREEMENT

Mr. Shubham Shandilya, At+Post: Khutaha Dih

This Agreement is intended to formalize in writing certain understandings and procedures that will be in effect during your (Employee) employment with Virtusa Consulting Services Pvt. Ltd. (Unit - I), India, Sy No. 115/Part, Plot No. 10, Nanakramguda Village, Serilingsinpally Mandal, R.R. Dist, Hyderabad-500008, ("the Company") and will remain in effect as a condition of your continued employment with the Company. Its parent, subsidiaries, affiliates, successors or assigns.

In consideration of the appointment of the Employee with the Company and acceptance of the Offer Letter of the Company, the Employee has agreed and come forward to execute this Agreement and accept the terms and conditions of employment more fully faild out herein

Now it is hereby agreed between the parties as under:

eOffer Content

The Terms and Conditions shall form the basis of a mutual retailonship along with the Offer Letter and the Non-Disclosure Agreement, which the Company feels confident, will be mutually beneficial and long lasting.

1. Designation and Employment: The designation of the Employee shall be "Associate Engineer-Technology" his / her date of joining (as specified in

The Employee shall be required to submit certified true copy of the following documents, to the Human Resources Department at the time of reporting on the Effective Date prior to the commencement of the employment with the Company:

- (a) School leaving certificates;
- (b) Marks cards;
- (d) Latest payment/salary slip issued by the preceding employer (if any) along with relieving letter and a declaration (format to be furnished by the Company) to the effect that the same is true and correct;
- (e) Such other documents as required by the Human Resources Department.

The submission of the above documents shall be a pre-condition for the commencement and continuation of the Employment; provided however the Employee shall submit the Employee's final marks card and final degree certificate of the highest degree that the Employee is currently pursuing, within sixty (60) of joining the services of the Company ("Pre-Probation Period"). Notwithstanding anything to the contrary under this Agreement (including under Section 30), the Company may in its sole discretion and without any liability whatsoever, terminate this Agreement and the employment of the Employee immediately upon written notice to the Employee at any time during the aforementioned Pre-Probation Period. In the event the Employee has not submitted the final marks card and/or final degree certificate on or before the completion of the Pre-Probation Period, then the Employee's and submitted the man marks card and/or man degree certificate on or before the completion of the Pre-employment and this Agreement shall be deemed to be automatically terminated (without any liability to the Company) upon completion of the Pre-employment and this Agreement shall be deemed to be automatically terminated (without any liability to the Company) upon completion of the Pre-employment and this Agreement shall be deemed to be automatically terminated (without any liability to the Company) upon completion of the Pre-employment and this Agreement shall be deemed to be automatically terminated (without any liability to the Company). Probation Period, unless the Company in its sole discretion specifically provides an extension to the Employee in writing. For avoidance of doubt, in the event of any such early termination of employment or this Agreement, the Company will not be liable to the Employee for any claims, liabilities, salary, benefits, damages, losses, costs, payments or expenses etc. of any nature whatsoever

- Commencement of Employment: The commencement of the employment of the Employee with the Company shall be from January 20, 2020
 and shall continue unless terminated earlier in accordance with the terms of this Agreement. The initial appointment and location of and shall continue unless terminoted earlier in accordance with the terms of this Agreement. The limital appointment and location of employment shall be at the location notified in writing by the appropriate Human Resource Executive on the Effective Date and in the absence of any such notification, the Employee shall be deemed to be obligated to report at the registered office of the Company at Sy No. 115/Part. Plot No. 10, Nanakramguda Village, Serilingampally Mandal, R.R. Dist, Hyderabad-500008, INDIA. Although, the Employee's Initial place of work riot No. 10, Ivanaki amguda village, seraingampany manual, its olist riyueradad-300000, industry, rathograf, the employees militar piace of work is at IN CHE DLF, INDIA, during the course of the employment with the Company, the Employee can be considered for employment at other Technology centers of the Company within India / Abroad, Decisions for such transfers, which may be for short duration or of a permanent nature will depend on the Employee's suitability for the intended task and would be at the sole discretion of the Management.
- 3. Probation Period: The Employee's services will be on probation for an initial period of twelve months from his / her date of reporting and Joining the Company, which may be extended by another six (6) months at the sole discretion of the Management. At the conclusion of the Initial probation period or the extended period as the case may be, the Company will have the absolute right and discretion to confirm the initial probation period or the extended period as the case may be the company will have the addition for and discretion to committee employment of the employee in the Company based upon his/her performance during the probation period. The Company may, in its discretion, in appropriate cases waive the probation period in part or in full depending on the performance of the Employee.
- 4. Remuneration: In lieu of the service rendered, the Employee shall be entitled to a monthly remuneration as described in the Offer Letter. The nemuneration: In the Ort the service requered, the employee shall be entitled to a monthly remaineration as described in the Oriel Letter. The said remaineration is for the entire work that is done by the Employee as per the Duties laid down in para 7 of this Agreement. It should be clear to the Employee that there are no other commitments made by the Company.
- 5. Expense Reimbursement: All expenses incurred by the Employee on behalf of the Company as authorized, in connection with the duties under expense reimpursement. All expenses incurred by the employee of behalf of the company as additionable, in connection with all expenses incurred by the eligibility indicated in the policy, and on upon presenting supporting this Agreement, shall be reimbursed to you at actuals / as per the eligibility indicated in the policy, and on upon presenting supporting ons Agreement, shall be reinhoused to you at actuals r as per the engionity molecuted in the policy, and on upon presenting supporting vouchers/documents. Provided that the expenses to be incurred and to be eligible for reimbursement shall as per the accounting policies of the Company laid down by the Company from time to time.
- 6. Service Rules and Regulations: During the Employment with the Company, all the full time Employees' will be governed by the Service rules, regulations, policies and procedures of the Company in force or as introduced or amended from time to time. The Employees' will also be governed by the Company's policies and rules regarding Leave, Provident fund, Bonus and ESI/Medical Reimbursement, Leave Travel Assistance, Misconduct Indiscipline or/and other matters. The company is also compiled to a compiled t governed by the company's policies and lones regarding Leave, Floridetic folio, boilds and californic kerndorsement, Leave Travel Assistance, Misconduct, Indiscipline or/and other matters. The company is also committed to extending the appropriate benefits to the fraver assistance, Misconduct, indiscipline organic other matters. The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017. Further, the Employee during the Employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

7. Duties:

a) Specific Duties.

In view of the appointment of the Employment with the Company in the designation mentioned here in above, the Employee is hereby expected to undertake and discharge the functions and duties as to be intimated to the Employee from time to time.

b) General Duties.
 The Employee shall during the continuance of his/ her employment

- L During normal business hours, and at other times as may be necessary for the due performance of his/her duties, diligently and efficiently devote burning normal business riburs, and at other business of the Company;
- ii. Perform the duties appropriate to his/her employment and expressly or implied given to him/her by the Board on such terms and subject to such restrictions as it may impose, and comply with its instructions;
- III. The Employee shall be required to maintain records and documentation, either in writing or electronic format, and submit such documentation/records to the designated authority of the Company, on a weekly basis or as and when necessary, all technical data, processes, formula, technology, designs, drawings, engineering, hardware configuration information, software programming information, improvements, etc., formula, technology, designs, drawings, engineering, hardware configuration information, software programming into matter within made, conceived or developed by the employee, either alone or jointly with others, in the course of employment with the Company, whether within made, conceived or developed by the employee, either alone or jointly with others.

the Company's premises or elsewhere, and whether within business hours or otherwise, regardless of whether such information constitutes

- iv. The omission in any of the duties hereinabove or breach of the above clause shall be construed to be a material breach of this Agreement.
- 8. Other Employment: The Employee shall not, during the term of employment with the Company, directly or indirectly, be concerned with, engaged with or commence, any other business, trade or profession, irrespective of whether or not the Employee's involvement is gratuitous or takes place outside his working hours. The expression "concerned with or engaged in" shall without limitation mean whether as an employee, advisor, partner, consultant, and the employee and the employee. new morking nours. The expression "concerned with or engaged in" shall without limitation mean whether as an employee, advisor, parimer, contractor, sub-contractor, proprietor, director, shareholder or otherwise. You shall not engage, whether directly or indirectly, in any other employment, occupation, consulting or other business arising electronic related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company and a breach under this clause shall be construed to be a meterial breach of this Agreement

PROVIDED THAT the Employee may own beneficially any units of any authorized unit trust or mutual funds and shares or securities listed on a recognized stock exchange which when aggregated with shares or securities beneficially owned by your parents, spouse, children and step children, total no more than five per cent of any single class of shares or securities in any company, which is engaged in a business similar to or conflicting with the Company, PROVIDEO FURTHER THAT all such holdings shall be disclosed by you in writing to the Company on the first day of each calendar quarter.

Subject to any regulations from time to time issued by the Company which may apply to you, you shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods or services effected or other business transacted (whether or not by you) by or on behalf of the Company or an associated company and if you (or any firm or company in which you are directly or indirectly engaged, concerned or interested) shall obtain any such discount, rebate, commission or inducement, you shall immediately account to the Company for the amount received by you or the amount received by such firm or company.

9. Inventions and Intellectual Property:

 a) <u>Definitions</u>
 For the purposes of this Agreement, the Employee agrees that, all Intellectual Property includes information of a technical and business nature such as Ideas, discoveries, inventions, improvements, trade secrets, know how, machines, Software Development processes, product designs, formulae, writings and other works of authorship, thesis, books, computer programs, lectures, litustrations, photographs, marketing plans, business methods and the like, which relate in any manner to the actual or anticipated business of the Company, its parent, affiliates or subsidiaries or clients or relate to its actual or anticipated areas of research and development.

Invention means any invention capable of being patented in India and / or any other jurisdiction

The Employee shall disclose promptly to the Company all Intellectual Property, which during the term of employment you may conceive, make, develop or work on, in whole or in part, solely or jointly with others and make and maintain adequate and current records thereof.

 Assignment of Inventions
 In case of all Inventions which during the term of the employment the Employee may conceive, make, develop or work on, in whole or in part, solely or jointly with others, whether made within or out of the usual working hours or upon the premises of the Company or elsewhere, shall be works for hire and shall execute, acknowledge make and deliver to the Company any end all instruments at any time, either during the term of employment or subsequently, which in the judgement of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate patent and other property rights in all jurisdictions with respect to any Invention Including (i) patent applications (ii) any other applications for securing, protecting or registering any property rights relating to such Inventions and (iii) powers of altomey, assignments, oaths or affirmations, supplemental oaths and swom statements; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights. to enforce such rights.

d) Ownership and Assignment of other Intellectual Property Rights
In addition to the Agreement of Assignment of Proprietary Information, the employee does hereby assign, transfer and convey to the Company the entire right, title and interest in any and all Intellectual Property and Inventions which during the term of your employment may be conceived, made, developed or worked on, in whole or in part solely or jointly with others, whether made within or out of the usual working hours or upon the premises of the Company or elsewhere. The Employee shall execute, acknowledge, make and/or deliver to the Company any and all further instruments which in the judgement of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate rights in such tasklantial Property is India, and all foreign countries and further agree to assist the Company as required to draft such instruments. In obtain such Intellectual Property in India, and all foreign countries; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

e) Post - Employment Inventions

For the evoldance of doubt and uncertainty, any Intellectual Property made or developed by the Employee within one year following termination of your employment shall be presumed to have been conceived during your employment and to fall within the provisions of the Agreement, unless you demonstrate that it was conceived after such termination.

10. Returning Company Property: At the time of cessation of employment with the Company, 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. Its successors or assigns, in the event of the Employee committing default of the above clause, the Employee shall be liable to indemnify the Company for any losses or charges or loss of profits or business that may arise on account of the breach of the above clause.

11. Notification:

I. Of New Employer
In the event that you leave the employment of the Company, you shall be required to notify the Company details of your new employer and address of

ii. To New Employer

In the event that you leave the employment of the Company, the Employee does hereby consent to the notification by the Company to your new employer about your rights and obligations under this Agreement.

- 12. Conflict of Interest Guidelines: The Employee shall diligently adhere to the following guidelines of the Company including to comply with the policy of the Company to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, the Employee must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations, which must be avoided. Any exceptions must be reported to the Company and written approval for confinuation in this regard must be obtained.
 - Revealing confidential information to outsiders or misusing confidential information. Unauthorized divulging of information is a violation of this policy whether or not for personal gain and whether or not harm to the Company is intended.

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- Accepting or offering substantial giffs, excessive entensimment, favors or payments, which may be deemed to constitute undue, influence or otherwise he inviripal or embarrassing to the Company.
- Participating in civic or professional organizations that might involve divulging confidential information of the Company.
- d. Initiating or approving any form of personal or social harasament of employees,
- e. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the Company.
- Improperly using or disclosing to the Company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.
- g. Unlawfully discussing prices, costs, customers, sales or markets with competing companies or their employees.
- h_s improperly using or authorizing the use of any inventions, which are the subject of, patent claims of any other person or entity.
- i. Engaging in any conduct, which is not in the best interest of the Company.

The Employee shall take every necessary action to ensure compliance with these guidelines and to bring problem areas to the attention of higher management for review, Molations of this conflict of interest policy shall result in the termination of employment under this Agreement, as the breach under this clause shall be construed to be a material breach of this Agreement.

- 13. Income Tax Liability: The Income Tax Liability with regards to the Employee's salary and perks will be the Employee's liability, and will be governed by the tax laws of the country as applicable from time to time.
- 14. Communication and Correspondence: Any communication sent to the Employee to his permanent address or any other address as filled / amended in the records by the Employee, or on personal email ID used at time of offer of employment at the time of his joining will stand final and correspondence so sent on behalf of the Company by registered post, will be deemed to have been received by the Employee.
- 15. Enhancement of professional skills: During the course of the Employment, the Employee may at the instance of the Company pursue & enhance his/ her professional skills on software/tools developed by organizations like Microsoft, Oracle. Sun Microsystems, etc. at the discretion of the Company and at the cost of the Company. The Employee agrees that he/she shall complete the said courses within the prescribed time for the said courses or within the extended time as may be allowed by the management. In the event that the Employee is not in a position or is unable to obtain the cartifications, the Company shall at its sole discretion may take necessary steps, which shall be in line with its overall business interests or take any action it deems fit in its interest. any action it deems fit in its interest.
- 16. Professional Ethics: The Employees' are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If the Employee's found guilty, at any point of time, of moral turplitude or dishonesty in dealing with the Company's money, material or documents or of theft or of misappropriation regardless of the value involved, the Employee's services would be terminated with immediate effect, notwithstanding other Terms and Conditions mentioned in this agreement.
- 17. Internet and E-mail usage: The Employees' are permitted access to the Internet and Company's e-mail service, which is restricted only for the purpose of business use as per the neture of the job. Misuse of the Internet and Company's e-mail service such as surfing pomographic sites, job purpose of business use as per the neture of the job. Misuse of the Improves' and Company Information without authorized permission, being a member seeking, gening, hacking or attempting to gain access of other Employees' and Company Information without authorized permission, being a member of any internet hacking community, using the Company's e-mail for receiving non-technical newsletters / junk mail, broadcasting personal messages to of any internet hacking community, using the Company's e-mail for receiving non-technical newsletters / junk mail, broadcasting personal messages to all mail service users, forwarding mail communication to externel parties, initiating a direct contact with the Client through mail etc. is prohibited. The all mail service users, forwarding mail communication to externel parties, initiating a direct contact with the Client through mail etc. is prohibited. The Company may at its sole discretion, terminate the said Employment of the Employee with the Company with immediate effect, in the event of it being Company may at its sole discretion, terminate the said Employment of the Employee with the Company that exist currently, and may be found that the Employee violates the usage of internet and e-mail as dictated by the Policies of the Company that exist currently, and may be supplemented and amended from time to time.
- 18. Code of Conduct: The Employee shall conduct himself / herself in conformity with the code of conduct from time to time. Further, the Employee shall carry out the instructions in letter & spirit, given by the superiors, shall not disobey the instructions given and shall not indulge in any unethical practices which results in loss of productivity or which affect the project deliverables.
- 19. Information Security Management System (ISMS): The Company has certain mandatory training programs to ensure that the employees and Company meets its audit, regulatory and Client requirements. You are required to successfully complete such mandatory trainings from time to time and these include Code of Conduct, Foreign Corrupt Practices Act ("FCPA"), SecurityFirst Cartification and Anti-harassment, to name a few, Each new employee is required to read and understand the training material(s) of the Company and complete all mandatory certifications within the timeframe and forth by the company.
- 20. Your appointment with the Company is solely based upon the representations made by you, regarding your qualifications and/or experience. Please note that the company will be conducting background/reference/pre-employment checks on the basis of the information provided by you and the representations made by you to the Company. If it is found at any point of time that your representation are incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS, take all appropriate disciplinary action as per Company policies and as permitted by applicable law against the employee.
- 21. By accepting the offer made by the Company, you also irrevocably consent to the Company (or the Client, as the case may be) to initiate and perform all necessary background/reference/pre-employment checks as may be required in and during the course of your employment, either by Company, Client (as the case may be) or through any third party authorized by the Company or Client in this regard.
- 22. Smoking & Drinking: The Company owes and assures a smoke and alcohol free environment for its Employees. The entire office premises including conference rooms. lobbies/washrooms are declared as "Non-Smoking Zones" & "Alcohol Free Zones".
- 23. Destroying Papers & Materials: Any official communication, which includes electronic data in any form, and e-mails, which is confidential in nature, Destroying Papers & Materials: Any official communication, which includes electronic data in any form, and e-mails, which is confidential in nature, shall be destroyed appropriately after the purpose is served, with the knowledge and consent of the immediate superior of the employee to whom such employee is reporting. A record of such destroyed official communication shall be maintained in the register maintained for the purpose, the entry in the standard of the purpose of the entry in the standard of the purpose. which shall be signed by the employee and counter signed by his immediate superior.
- 24. Safe Custody of Company Material: The Employee will be responsible for the safe keeping and good condition and order of all the Companies property entrusted to his/ her care and charge. The Company reserves the right to deduct the cost of such articles from the Employees dues, or take property entrusted to his/ her care and charge. The Company reserves the right to deduct the cost of such articles from the Employees dues, or take such action as may be deemed proper, in the event of failure or damage to account for such property, to the Company's satisfaction.
- 25. Performance: The Employee shall at all times perform to the best of his/ her abilities and achieve the performance levels as faid down by the Company. The Company may at its sole discretion, interrupt or terminate the said Employment, without thereby incurring any liability to the Employee in the event of adverse reports regarding the progress of his/ her training or his / her work performance (based on the reports emanating from his/ her seniors at regular intervals) or his / her health.

- 26. Employee Non-Disclosure Agreement: The Employee shall have access to various proprietary and confidential information during the course of employment with the Company. Accordingly, the Employee shall be required to execute a Non-Disclosure Agreement in a format to be provided by the Company and it shall form part & parcel of these terms & Conditions and Offer Letter.
- 27. Confidentiality of Salary Information: The Employee's salary package is based on, besides his/her overall experience level in the IT Industry, educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to the Employee is specific and very personal to the Employee. Any comparison of the same with the salary packages of other Employees, based purely on the total experience level in the IT Industry or by any other benchmarks, may be unrealistic, and misleading. The Employee is required to strictly maintain the secrecy of and ensure that he / she does not divulge or communicate in any manner, any information regarding his/her remuneration, to any other Employee of the Company except to their Immediate Superior / Head of the HR Dept. of the Company. Similarly, when deputed to work / interact at the client's site, the Employee is expected to maintain full confidentiality regarding his/her salary package. The Employee is expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good ethical functional business relations with our clients.
- 28. Deputation: While remaining permanently employed at IN CHE DLF the Employee may be deputed to work at any one of the other centers of the Company, varying for a period of six months or above in a year, as and when considered necessary, solely at the discretion of the Management. Depending upon the Employee's suitability, he/she may be deputed from time to time to work at the Company's foreign Collaborators site/ parent Company's site or any of their clients at the client sites, whether in USA or elsewhere. While being posted elsewhere as per the terms of this clause the Employee may be required to execute additional agreements as described by the respective Company at the time of posting. However the Employee shall be paid by the Company in accordance with the living standards of the place of transfer and the decision of the Company in this regard will be treated as final
- 29. The Company has certain committed and long-standing business clients who may, based on business and continuance require the services of the employee in their organization. In such circumstances, the Company has the absolute right to transfer the employment of the employee as a full time employee of such client at existing terms and conditions. That under no circumstances such terms and conditions of the employment shall be prejudicial to the employee as compared to the terms and conditions of employment with the Company. However, in the event the employee elecones eligible under a stock option plan of the Company during the period of his/her employment with the Company, all options vested with the employee under such plan but not exercised by the employee at the time of his/her transfer of the employment as full time employee to any client company shall lapse and the Company shall not be liable for any loss/ compensation on this account.

30. Termination of Employment:

- a. The Employment of the employee and the terms of this Agreement with the Company may be terminated by the Company by giving 90 (Ninety) days written notice (notice period) or three months gross salary in lieu of such notice period to you.
- b. Provided that the employment of the Employee may be terminated without notice or payment in lieu of notice in the event of a breach by the Employee of the terms of this Agreement.
- c. The Employee shall have a right to terminate the employment with the Company or this Agreement by giving three months' notice or paying three months basic salary in lieu of such written notice once the employee is confirmed. However, the notice period will be two months during the probation period of the employee.

d. For the purposes of this clause:

- 1. Date of Resignation would be taken as the date in the e-mail / formal resignation letter that is submitted by the Employee and should be signed off as accepted, by the Immediate Reporting Manager, BU Leader / HR Leader.
- In case the Employee intends to terminate his employment in the Company as stated to in clause 27(c), the Company will have the sole
 option / right to waive the notice period requirement. Waiver of Notice Period will be at the sole discretion of the Company to be given in
 writing by the Company.
- 3. Walver of Notice Period will not be granted for any Employee, as a rule. The Employer can refuse the Employee's offer of the payment of three months basic salary in lieu of the notice period / request of the accumulated leaves to be adjusted against the notice period. The employee will be entitled to receive complete salary, as per current compensation structure, for the notice period saved.
- 4. The Employer (BU Leader & HR Leader) has the discretion to release the Employee earlier than the actual notice period provided the Employee has completed the transition, pending tasks & deliverables as dictated by the Project assignment. Leaves that the Employee may have accumulated during the period of service may be adjusted against the notice period at the Reporting Manager / HR's
- 5. Depending on the pendency / exigencies of work entrusted to the Employee, the Employer has the discretion to ask the Employee to stay compulsorily from the date of the Resignation limited to a period of three months, to effectively replace the services of the Employee or the completion of the duties entrusted to the Employee to the sole satisfaction of the company.
- e. Notwithstanding the above and without prejudice to any other rights that the Company may have against the Employee under this agreement or under any other applicable law for the time being in force or otherwise, in the event that you leave the Company within a period of 12 months from the date of commencement of your employment, you shall reimburse to the Company the following:
 - 1. All amounts paid to you by the Company, other than your salary, including without limitation, any signing bonus, recruitment fee, relocation expenses, etc, and
 - 2. All expenses incurred by the Company in connection with any training rendered to you, whether in India or abroad;
 - 3. All expenses incurred by the Company in connection with your employment and termination including attorney's fees.
 - All fees, charges and expenses incurred on account of your training or continuing education incurred by the Company during the period
 of your employment with the Company.
 - 5. A monetary compensation In terms of the damages suffered by the Company by virtue of loss of your services to the Company.
- 31. Absenteelern without Notice: Associates are expected to follow the company's working hours and holiday and client's working hours and holidays while on deputation to client's site in India/onsite. In the event of the Employee's unreported absence for more than five days or unreported deviation



07/01/2020

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from assigned and accepted schedule for more than five days from the services of the Company without written permission from the concerned Manager or without initimation to the concerned Manager, it would be assumed that the Employee has voluntarily abandoned services of the Company and the Company has the sole discretion to terminate / continue with the Employee's services.

- 32. Non Solicitation & Competition: The Employee shall not during the term of employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:
 - a. Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;
 - Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;
 - c. Join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company or with any of the Company's Clients.
 - d. A breach under this clause shall be construed to be a material breach of this Agreement

The Employees agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

I hereby represent that I am not a party to, or bound by the terms of, any egreement with any previous employer or other party which requires me to (a) refrain from using or disclosing any trade secret or confidential or proprietary information obtained in the course of my employment with the Company or to (b) refrain from competing, directly or indirectly, with the business of such previous employer or any other party. I further represent that company or to (b) refrain from competing, directly or indirectly, with the business of such previous employer or any other party. I further represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement (written or oral) my performance of all the terms of this Agreement and as an employee of the Company information, knowledge or data acquired by me in with any third party, including without limitation any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment with the Company, and I will not disclose to the Company or induce the Company to use any confidential confidence or in trust prior to my employment with the Company, and I will not disclose to the Company or induce the Company to use any confidential confidence or in trust prior to my employment with the Company, and I will not disclose to the Company or induce the Company to use any confidential confidence or in trust prior to my employment with the Company to the company or induce the Company to t agreement either written or oral in conflict herewith

- 33. Representations: The Employee warrants, undertakes and confirms to the Company that he/ she are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company and the Intellectual Property rights assigned by the Company or any other knowledge or information imparted by the Company is not in breach or violation of any such agreement or contract or the like as aforesaid.
- 34. Veracity of information Provided: The Employee has been engaged based on the presumption that the particulars furnished by him/her in the Veracity of information Provided: the Employee has been engaged based on the presumption that the particulars furnished by him/her in the resume or testimonials handed over to the Company are correct. In case the said particulars are found to be incorrect or that they have concealed or withheld some other relevant facts, the Employee's appointment with the Company shall stand terminated/cancelled without any notice. However the Company on its own discretion may reappoint the Employee on fresh terms agreed between them.
- 35. Legal Advice: It is presumed that the Employee is accepting these Employment Terms and Conditions willingly & after understanding the full Implications by seeking proper Legal Advice.
- 36. Reference: Any reference to the masculine gender will also include the feminine gender and any reference to the singular will also include the plural, wherever applicable.
- 37. Liquidation: If the Company shall entirely discontinue operation, liquidate and or dissolve no compensation shall be due to the Employee.
- 38. Dispute Resolution: In case of any dispute arising with reference to these Employment Terms and Conditions, both the parties hereby agree that, it shall be adjudicated by referring the same to a Sole Arbitrator, appointed by the Company. The said Arbitrator shall be an Advocate of repute and standing with the refevant experience. The seat of Arbitration shall be at Chennal and The Arbitration & Conciliation Act, 1996, governs the proceedings for Arbitration.
- 39. Governing Laws: These Employment Terms and Conditions shall be governed and construed in accordance with the laws of India. The invalidity or non-enforceability of any part shall not affect the rest.
- 40. Severability: If one or more of the provisions in this Agreement is declared void by law, then the remaining provisions of this Agreement in so far as they are enforceable or capable of being enforceable shall continue in full force and effect being applicable to the Agreement.
- 41. Survival; Subject to clause (34), the provisions of this Agreement shall survive the termination of employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.
- 42. Walver: No failure or delay by either of the parties in exercising any right, power or privilege under this Agreement will operate as a waiver thereof.

 The waiver by either of the parties of a breach of any provision of this Agreement will not operate or be construed as a waiver of any other or subsequent breach.

Authorized Official Signature

N. Bundaval

Chief People Officer & Global Head of Human Resources Sundararajan Narayanan

Atos

: Megha Vikas Dhumane NAME

Trainee DESIGNATION

GCM Level

T1 Grade

Monday, December 23, 2019 Expected DOJ

Pune Joining Location

Amount (Rs.) Component 13,000 Basic 8,048 BOA 21,048 Monthly Gross 2,52,576 A Annual Gross 18,720 Provident Fund 7,504 Gratuity 26,224 **B** Retirals 2,78,800 (A+B)

31,200 Statutory Bonus 31,200 C Variable Pay*

CTC per annum (A+B+C)

3,10,000

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
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

^{*}Probable for the year on pro-rata basis



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



Date: 26/12/2019

To, SAMAR FRAZ,

Subject: Offer Letter

Dear SAMAR FRAZ.

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 **06-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
- Latest passport size photographs.
- 3. I.D Proof (Driving License or Passport or Election ID)
- 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: SAMAR FRAZ

Designation: NOC Engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr. No.	Salary Heads	Monthly	Annually
1	Basic	12500	150000
	HRA	665	7980
2	Other Allowance	0	0
3	Mobile Allowance	0	0
4		1002	12024
5	Advance Bonus	14167	170004
Α	Gross Per Month	1500	18000
1	PF Tow	200	2500
2	Profession Tax	107	1284
3	ESIC	1807	21784
	Total Deduction	12360	148320
В	Net In Hand	12360	2,,0020
	Employer Contribution		
1	Employer PF	1625	19500
_	Employer ESIC	461	5532
2		200	2400
3	GHI/ GPA		27432
	Total Employer Contribution	2286	
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

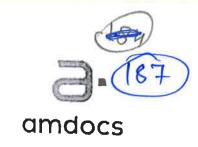


Authorized Signatory

I SAMAR FRAZ, have read the above terms and conditions and accept this order of Offer.

Date: 26/12/2019

Signature



Date:	July	20,	2019
-------	------	-----	------

Mr. Manthan Rajabhau Deshmukh

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Manthan Rajabhau,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on August 05, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

- Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role: Your role will be whole time Functional Test Engineer however; Amdoes has a right to vary your role, position and/or department from time to time, according to the needs of Amdoes.
- 3. Remuneration: The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdoes shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation: The first one (1) year of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving thirty (30) days prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving thirty (30) days' notice to you. In the aforesaid two cases, Amdocs shall is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work: The location of your employment will be the offices of Amdocs, Pune, India; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Amdocs Development Centre India LLP Registered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta, Hadapsar, Pune 411 013. Maharashtra, India Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com

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Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018832 converted into Amdocs Development Centre India LLP (A limited liability portnership with LLP Identification Number: AAI-6901) effective 28th Feb 2017

- 6. Amdoes Policies: You agree to abide by all Amdoes's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdoes or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdoes's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
- 8. No Alternate Employment: Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
- 9. Undertaking: You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
- 10. Background Checks: Your employment with Amdoes is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdoes reserves the right to perform background and reference checks at any time during your employment when Amdoes deems it necessary.
- 11. Medical Checks: Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
- 12. Amdoes Right to Monitor: Amdoes reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdoes during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdoes equipment or premises cannot be presumed private.
- 13. Accuracy of Information: Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful

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suppression of the information or documents provided by you. Should you have already joined Amdoes, Amdoes reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdoes that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:

a) Four passport size photographs.

b) Copy of your Passport.

c) Copy of your PAN Card.

d) Copies of your education qualifications certificates.

e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. Termination of Employment:

a) Your employment with Amdoes can be terminated by yourself or by Amdoes by giving in writing a minimum of sixty (60) days' notice.

b) Amdoes however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.

c) In ease you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdoes may, at its sole discretion, without being obligated to do so, (i) Require you to leave service at any time during the notice period without any payment

for the balance unexpired portion of the notice period or

(ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.

d) In case Amdoes is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdoes may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

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18. Misconduct: Amdoes reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:

a) You have seriously or persistently breached any of the terms or conditions of your

employment with Amdocs.

b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of contidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.

e) You are convicted of a criminal offence.

- d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
- e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
- 1) You are guilty of an act constituting misconduct as per Amdoes's policies or standing orders, if any.
- 19. Retirement: You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdoes.
- 20. Corporate Action: If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdoes succeeding to Amdoes upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
- 21. Garden Leave: Amdoes may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdoes or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Anidoes, refrain from contacting employees, clients and professional contacts of Amdoes, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdoes. The garden leave may, at the discretion of Amdoes, be offset against any annual leave / privilege leave.
- 22. Restriction on Amdocs Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
- 23. Separation and Release Agreement: Upon termination of your employment with Amdoes for any reason. Anidoes may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdoes at no additional consideration or payment.
- 24. Indebtedness: If you owe Amdoes any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdoes, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

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- 25. Entire Agreement: The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this
- 26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
- 27. Waiver: No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
- 28. Data Privacy: You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdoes and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdoes has offices for storage and processing.
- 29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
- 30. Governing Law and Jurisdiction: This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the FIR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

9. You may be eligible to an annual salary review starting July 2020 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,

Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: July 20, 2019

I, the undersigned, Manthan Rajabhau Deshmukh, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature:

Name: Manthan Raidbhau Dainmulth

Date

28/07/19

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 385,000.00 per annum (Indian Rupee Three Lakh Eighty Five Thousand Rupees Only)

#	Break-Up	
1.	Basic Salary	INR per annum
2.	House Rent Allowance	180000.00
3.	Leave Travel Allowance	180000.00
4.	Provident Fund (Employer Contribution)	3400.00
	Cost to Amdocs	21600.00
7		385,000.00

Notes:

- 1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
- 2. You will be covered under employee insurance schemes, if any as per the applicable Amdoes policy.
- 3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Aindocs and all other matters as governed by the applicable Amdocs policy.
- 4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- 5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- 6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
- 7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
- 8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

DOTA Bades

We look forward to you joining us at Amdoes, In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa/Anirban Mukherjee.



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: July 20, 2019

By signing this Letter, I, the undersigned, Manthan Rajabhau Deshmukh, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

a) I have been provided with a copy of this Letter for review prior to signing it;

b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;

c) I signed the Letter only after having had the opportunity to seek clarifications;

d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;

e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;

f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdoes;

g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;

h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;

i) I am not a party to or bound by any employment agreement, consulting agreement, noncompete agreement, confidentiality agreement or similar agreement with any other person or entity:

j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and

k) I am legally permitted to reside and be employed in India.

Thanks.

Name

: Manthan ReBabhau Deshmukh Date: 28/07-/19



Ref No: 15662945

01-Feb-2021

Sayali Pramod Kaulwar

Dear Sayali Pramod,

With reference to the discussions that we had with you, we are pleased to offer you the role of Process Executive - Data in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Hyderabad.

Your Annual Total Compensation will be INR 220,001. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the 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.

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before 08-Feb-2021.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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 your joining us. Should you have any further questions or clarifications, please feel free to contact us.

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.





Date:02nd July 2019

To, Mr.Digambar Angad Khodse Ap Naigaon, Tal. Kaij, Dist. Beed 431518 Contact: 9767711139 E-mail Id :digambarkhodse@gmail.com

SUB: OFFER LETTER

Dear Mr. Digambar,

We are pleased to offer you the position of "Associate Engineer" on deputation with our client Tata Communications Ltd, for a fixed period of employment. This assignment is purely a contractual assignment from 04th July 2019 to 03rd July 2020.

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 Aadhar
- 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 • VADOOARA • CHENNAI • KOLKATA • NEW DELHI • PUNE • SECUNDERABAD







Annexure 1

Name

Mr. Digabar Angad Khodse

Designation

Associate Engineer

Department

SDNOC

Reporting To #

:

:

Abhijit Bhagawatkar

Location

Pune

Start Date

04th July 2019

End Date

03rd July 2020

SALARY COMPONENT	AMOUNT
BASIC + DA	13500
and the second s	5637
HRA	833
ADVANCE BONUS	1755
PF EMPLOYER	650
ESIC EMPLOYER INSURANCE & OTHER CHARGES	150
	22525
GROSS CTC	13500
BASIC + DA	5637
HRA	833
ADVANCE BONUS	19970
GROSS SALARY	1620
PF EMPLOYEE	150
ESIC EMPLOYEE	200
PROFESSION TAX NET TAKE HOME	18000

Note: Basic pay indicated above includes Dearness Allowance / Special Allowance as applicable

For Lobe Staffing Solutions Pvt. Ltd.

Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name:

Signature:

Date:

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, Sumeet Yadav,



Date: 07/08/2019

Subject: Offer Letter

Dear Sumeet Yadav,

We have pleasure in informing you that you have been selected "O&M engineer" at our Client Place "Tata Communications Transformation Services Ltd" Salary Offered to you is Rs.13500/- Net Take Home. Your Salary Structure shall be as per Annexure A.

You should join duty on **07-Aug-2019** 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)
- 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)
- 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: Sumeet Yadav

Designation: O&M engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr.	Salary Heads	Monthly	Annually
1	Basic	10147	121764
2	HRA	4059	48708
3	Other Allowance	0	0
4	Mobile Allowance	0	0
_	Advance Bonus	825	9900
5	Gross Per Month	15031	180372
A		1218	14616
1	PF	200	2500
2	Profession Tax	113	1356
3	ESIC	1531	18472
	Total Deduction	13500	162000
	Net In Hand	13300	
	Employer Contribution		
_	Employer PF	1319	15828
1	Employer ESIC	489	5868
2		200	2400
3	GHI/ GPA		24096
В	Total Employer Contribution	2008	15-11-11-11-11
C	Total CTC (A+B)	17039	204468

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 **Sumeet Yadav**, have read the above terms and conditions and accept this order of Offer.

Signature Date: 07/08/2019

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



Date: 26/12/2019

To, AJAY PRAKASH PAWAR,

Subject: Offer Letter

Dear AJAY PRAKASH PAWAR,

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 **06-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: AJAY PRAKASH PAWAR

Designation: NOC Engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr. No.	Salary Heads	Monthly	Annually
1	Basic	12500	150000
2	HRA	665	7980
	Other Allowance	0	0
3	Mobile Allowance	0	0
_	Advance Bonus	1002	12024
5	Gross Per Month	14167	170004
A	pF	1500	18000
1	Profession Tax	200	2500
2		107	1284
3	Total Deduction	1807	21784
В	Net In Hand	12360	148320
	Employer Contribution		
1	Employer PF	1625	19500
2	Employer ESIC	461	5532
3	GHI/ GPA	200	2400
3	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 **AJAY PRAKASH PAWAR**, have read the above terms and conditions and accept this order of Offer.

Date: 26/12/2019 Signature

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, Nitin Nandkumar Suryawanshi, Date: 03/09/2019

Subject: Offer Letter

Dear Nitin Nandkumar Suryawanshi,

We have pleasure in informing you that you have been selected "Associate 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 **03-Sep-2019** 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: Nitin Nandkumar Suryawanshi

Designation: Associate Engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr. No.	Salary Heads	Monthly	Annually
1	Basic	12500	150000
2	HRA	664	7968
3	Other Allowance	0	0
4	Mobile Allowance	0	0
5	Advance Bonus	1002	12024
A	Gross Per Month	14166	169992
1	PF	1500	18000
2	Profession Tax	200	2500
3	ESIC	106	1272
<u> </u>	Total Deduction	1806	21772
В	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
С	Total CTC (A+B)	16452	197424

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 **Nitin Nandkumar Suryawanshi**, have read the above terms and conditions and accept this order of Offer.

Date: 03/09/2019 Signature

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, SHUBHAM RAJENDRA GAVHANE,

Date: 20/11/2019

Subject: Offer Letter

Dear SHUBHAM RAJENDRA GAVHANE,

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 **21-Nov-2019** 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

- 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)
- Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
- 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: SHUBHAM RAJENDRA GAVHANE

Designation: NOC Engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr. No.	Salary Heads	Monthly	Annually	
1	Basic	12500	150000	
2	HRA	665	7980	
_	Other Allowance	0	0	
3	Mobile Allowance	0	0	
<u> </u>	Advance Bonus	1002	12024	
5	Gross Per Month	14167	170004	
Α	PF	1500	18000	
1	Profession Tax	200	2500	
2		107	1284	
3	ESIC	1807	21784 148320	
	Total Deduction	12360		
В	Net In Hand Employer Contribution			
1	Employer PF	1625	19500	
2	Employer ESIC	461	5532	
3	GHI/ GPA	200	2400	
3	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 **SHUBHAM RAJENDRA GAVHANE**, have read the above terms and conditions and accept this order of Offer.

Date: 20/11/2019 Signature

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, AKASH GUNDU MALI,



Date: 26/12/2019

Subject: Offer Letter

Dear AKASH GUNDU MALI,

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 06-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

- Resume copy
- 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)
- 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: AKASH GUNDU MALI

Designation: NOC Engineer

ANNEXURE 'A' STATEMENT OF GROSS WAGES

Sr.	Salary Heads	Monthly	Annually
No.	Basic	. 12500	150000
1		665	7980
2	HRA Other Allowance	0	0
3	Mobile Allowance	0	0
4	Advance Bonus	1002	12024
5	Gross Per Month	14167	170004
A	1 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	1500	18000
1	PF Profession Tax	200	2500
2		107	1284
3 ESIC		1807	21784
. The second	Total Deduction	12360	148320
В	Net In Hand	S. S	1997
	Employer Contribution		
-	Employer PF	1625	19500
1	FOTO	461	5532
2 Employer ESIC 3 GHI/ GPA Total Employer Contribution		200	2400
		2286	
300	C Total CTC (A+B)	1645	197430

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.

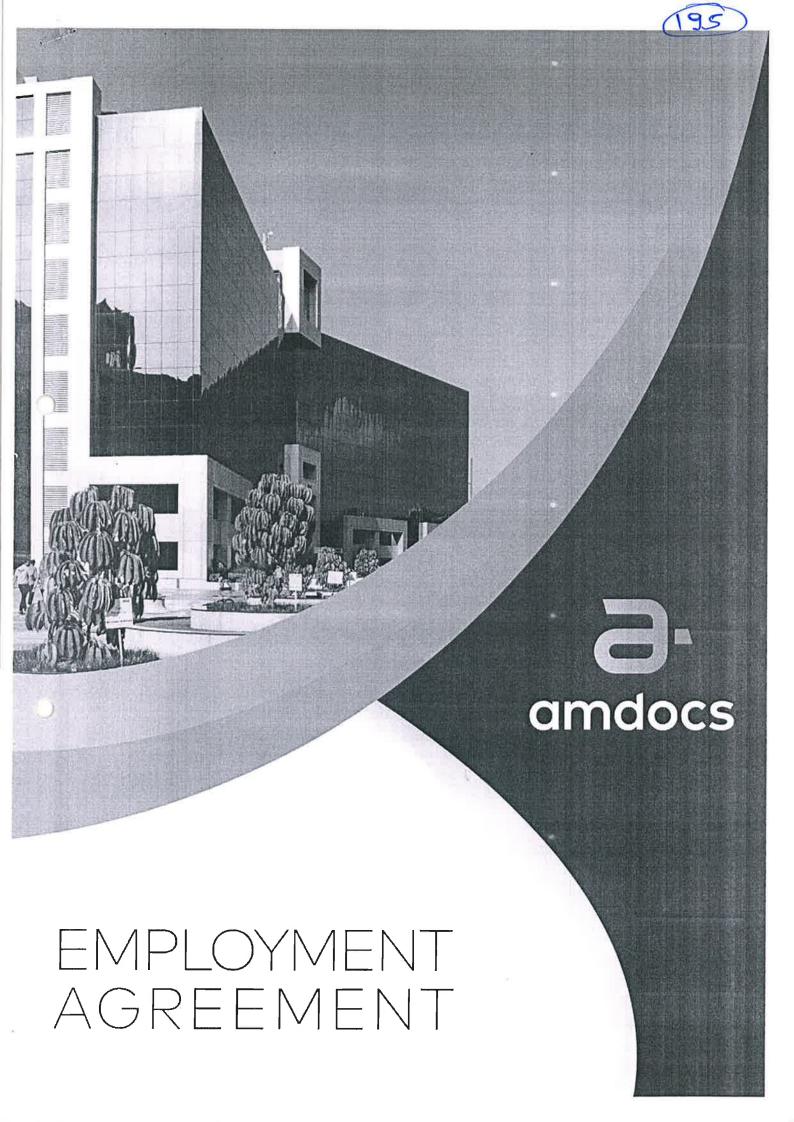
For, PROMPT PERSONNEL CONSULTANCY



Authorized Signatory

I AKASH GUNDU MALI, have read the above terms and conditions and accept this order of Offer.

Date: 26/12/2019



Dear Saurabh,

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT BOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement



Date: March 05, 2021 Mr. Saurabh Sudhakarrao Pethkar Moshi

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP**. ("Amdocs") under the terms and conditions provided herein, effective as of **March 15**, **2021** ("Start Date").

		Employment Terms: Compensation: Benefits
147-2-47	Position	DWH/BI Developer
(b)	Location	Amdocs offices in Pune , India.
		 Domestic and international travel may be required, in accordance with Amdocs' business needs.
ĭ.,.		 Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a		INR 500,000.00 (Five Lakh Rupees Only) gross, divided into the following annual components:
	Cost to Company basis) gross	1. Basic salary - INR 200000.00
	(\$) \$\rangle (\$)	2. House Rent Allowance - INR 200000.00
		3. Provident Fund (employer contribution) - INR 24000.00
		4. Leave Travel Allowance - INR 76000,00
		Payable on a monthly basis, in accordance with Amdocs' payroll practices.
		 Annual discretionary salary review, as of July 2022 and each year thereafter.
(d)	Statutory Bonus	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus	 Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.
	*	You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits

318 3

(j) Benefits Plans

Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.

Entitlement to insurance schemes, if and as applicable under Amdocs' policy and subject to applicable terms of insurance policies and Amdocs policies.

Any payments and benefits herein are (i) gross amounts, and subject to applicable taxes and withholdings; (ii) subject to applicable Amdocs' policies, procedures and practices, as may be amended from time to time.

2. Working Hours

Working hours are generally 9 hours a day, 5 days a week. Your position may require that you work additional hours including night hours, as may be necessary for effective performance of your duties. It is acknowledged and agreed that part of the remuneration paid to you is in consideration for your agreement to these terms, and you shall not be entitled to receive additional remuneration for work performed during such hours.

3. Employee Undertakings

- (a) Performance and Duties. You shall diligently, skillfully and faithfully perform your position with Amdocs. You shall devote your full time and attention to the performance of all duties consistent with your position, and such other duties, as may be assigned to you from time to time, according to Amdocs' business and such other duties, as may be assigned to you from time to time, according to Amdocs' business needs. Amdocs may vary your position in accordance with its organizational needs, and may transfer or assign you to any affiliates, departments or subsidiaries of Amdocs, in any other location in India, or to any third parties. Such assignment will be subject to Amdocs policies, as in effect at such time.
- (b) Restrictive covenants. As a condition to your employment, you shall execute and comply with the terms of the Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement, attached as Exhibit A. The provisions of such undertaking shall survive the termination of this agreement for any reason.
- (c) Amdocs Policies. You shall abide by Amdocs global and local policies, as in effect from time to time, including Amdocs Code of Ethics and Business Conduct, Data Privacy Policy and Information Security policies. You further acknowledge that it is Amdocs' policy to provide an environment that is free of unlawful harassment and discrimination of any kind. As such, you shall not engage in any such unlawful behavior, and shall notify Amdocs of any facts that constitute such unlawful behavior.
- (d) <u>Data Protection</u>. You confirm that you have read and understood Amdocs' Data Protection Policy, a copy of which is available on Amdocs portal. By signing this agreement you expressly consent to the fact that Amdocs (and as required, any of its affiliated entities or their duly authorized agents and employees) that Amdocs (and process, both electronically and manually, the data (including personal sensitive data may hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with relates to you for the purpose of the administration of their employees and business and compliance with relates to you for the purpose of the administration of their employees and business and compliance with relates to you for the purpose of the administration of their employees and business and compliance with relates to you for the purpose of the administration of their employees and business and competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent expressly agree that Amdocs and/or any of its affiliated entities of the administration of their employees and business and completes.
 - (e) <u>Additional Engagement</u>. You shall not engage in any other employment or business activities in any capacity (with or without compensation), unless you receive applicable approvals according to Amdocs Code of Ethics and Business Conduct, and subject to the terms of such approvals.
 - (f) Representations. You shall not make any representations or undertake commitments on behalf of Amdocs, except as expressly authorized to do so.
 - (g) Non-Disparagement. During and after the term of your employment, you will not make any false, defamatory or disparaging statements about Amdocs, its employees, officers or directors.





- (h) No Restrictions. You acknowledge that (i) there are no undertakings preventing or restricting you from entering into this agreement and performing your duties and obligations hereunder; and (ii) you are not violating any right of former employers, or in breach of any of your obligations towards former employers.
- (i) <u>Supporting Documents</u>. You undertake to submit the following documents to Amdocs along with the acceptance of this agreement: (i) Four passport size photographs; (ii) Copy of Passport; (iii) Copy of PAN Card (if applicable); (iv) Copy of Aadhaar Card; (v) Copies of education qualifications certificates; (vi) Copies of previous employers' relieving letter and experience letter.
- (j) <u>Confidentiality of this Agreement</u>. You shall treat this agreement as strictly confidential and not disclose its content to any person without Amdocs' prior written approval.

4. End of Employment

- (a) The first **one year** of your employment are considered a probation period. Amdocs reserves the right to extend your probation period beyond this initial term. During the probation period, Amdocs may terminate your employment upon **30 days'** prior notice.
- (b) Each party may terminate this agreement at any time by giving the other party a 90 days' prior written notice. During the notice period, you shall continue to perform your position and attend work, and perform any additional handover and other duties, as instructed.
- (c) If you resign and wish to leave your employment prior to the completion of your notice period, you must ask for Amdocs' approval, considering it may negatively impact Amdocs' work continuity and/or cause damage to Amdocs and/r its customer relationships. If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof; or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
 - Disloyalty, dishonesty, misrepresentation or breach of integrity;
 - ii. Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - iii. Indiscipline, disobedience, irregular attendance, absconding;
 - iv. Negligence of duty;
 - v. Breach of confidentiality;
 - vi. Conviction of criminal offence;
 - vii. Any act constituting misconduct per Amdocs policies, including the Code of Ethics and Business Conduct, and any other act upon which dismissal due to misconduct may be justified.
- (f) Amdocs may suspend your employment at any point, including while investigating an alleged misconduct.
- (g) Upon termination of your employment for any reason whatsoever, or at Amdocs' request, you shall immediately return to Amdocs any documents, materials, credit cards, equipment, laptop, computer hardware and software, keys, access codes, access badges, and any other Amdocs' property or its clients' which may be in your possession, including any Confidential Information (as defined in Exhibit A).
- (h) Acknowledging that Amdocs covers the relocation costs of you and your immediate family, in the event you resign, or your employment is terminated due to your misconduct, prior to the end of one year of employment as of your Start Date, you shall reimburse Amdocs for the proportional amount of the





relocation costs. Further, Amdocs may offset such amount against any amounts due to you upon termination of your employment.

(i) You will automatically retire from Amdocs upon reaching the age of 60 (sixty) years. An extension may be given at Amdocs' discretion.

5. Miscellaneous and Additional Conditions

- (a) Work Permit. Your employment with Amdocs is conditioned upon (i) you being granted or are already holding applicable work permit/visa, and (ii) such work permit / visa remaining valid throughout the Term. In the event such work permit/visa is expired, your employment shall automatically terminate effective such expiration. You are required to immediately inform Amdocs upon any change/anticipated change in your work permit/visa. You agree to coordinate with Amdocs before approaching or providing information to any governmental immigration authority in connection with your employment with Amdocs. You shall be solely responsible for all work permits/visa and any immigration related Amdocs. You and your family members (if relevant) and hereby guarantee that you and your family shall immediately leave India prior to the expiry of your permits/visas.
- (b) Monitoring. To ensure regulatory compliance and for the protection of its employees, customers and business, Amdocs reserves the right to monitor, intercept, review and access your telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs, which you may use during your employment. Amdocs shall use this right of access reasonably, and in accordance with applicable laws; as such, all communications and activities on Amdocs equipment or premises cannot be presumed private.
- (c) <u>Background Checks</u>. Your employment is conditioned upon receipt by Amdocs of satisfactory references, applicable background checks and information and documents provided by you to Amdocs. Amdocs reserves the right to retract or terminate your employment even after its commencement, in the event that your references or background checks do not prove to be satisfactory, or if it is discovered that the information you provided to Amdocs was false or inaccurate.
- (d) Entire Agreement. The terms and conditions of your employment as provided herein supersede all prior written or verbal agreements or understandings between you and Amdocs. No provision of this agreement may be modified, unless agreed in writing by both parties. This agreement is an individual employment agreement, and no collective bargaining agreement shall apply with respect to the relationship between the parties.
- (e) Offset. Amdocs reserves the right to offset any amount you owe Amdocs against any amounts owed to you by Amdocs. Upon termination of your employment, all such amounts shall be due immediately. Your signature herein is an irrevocably authorization for such offset.
- (f) <u>Severability</u>. If any of the restrictions or obligations herein are deemed by a court of competent jurisdiction to be invalid or unenforceable, then the scope of such restriction or obligation shall be limited to the maximum limit permitted by law, and such restrictions or obligations shall be severable, and shall not affect the validity or enforceability of other terms and conditions entered into.
- (g) Governing Law and Jurisdiction. This agreement shall be governed, construed, interpreted, and enforced in accordance with the laws of **Pune**. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of the competent courts in **Pune** and waive any objection to such proceedings on grounds of venue or inconvenient forum.



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Floria Joseph**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely E-Lock Evaluation signature

> Signer: SHYAMA KANTA MISHRA Date: Monday, March 08, 2021 11:01 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 3/5/2021

I, the undersigned, Saurabh Sudhakarrao Pethkar , ack this agreement before signing it, and have been allow I have read this agreement carefully and confirm my un I confirm that I was not subject to duress or undue influ	red sufficient time to review it and seek clarifications, nderstating of, and my full compliance with, its terms, lence of any kind, while executing this gareement.
I confirm that I voluntarily, and on my own free will, a comply with them.	accept the terms of this agreement and commit to
Signature	Date





Exhibit A

Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("<u>Agreement</u>") is entered into between **Amdocs Development Centre India LLP.** ("<u>Amdocs</u>"), and you, as a condition to your employment with Amdocs, and shall come into effect as of your start date. For purposes of this Agreement, employment with Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

Consideration

Amdocs and you wish to protect Amdocs' property, confidential information, customers, and employees. Accordingly, Amdocs requests that you agree to certain promises specified herein. In this respect, you acknowledge and agree that in addition to the above, the compensation and benefits provided to you by Amdocs as well as any equity compensation that may be provided to you and/or any special consideration Amdocs as well as any equity compensation that may be provided, constitute full and adequate consideration also in connection with your undertakings under this Agreement.

2. Non-Disclosure of Confidential Information

You are employed under a relationship of trust and confidence, and in the course of your employment with Amdocs, you will have access to, come into possession of, become familiar with, or participate in the development or marketing of -- Amdocs' products or certain inventions, trade secrets and other confidential information, that are valuable and unique, and constitute proprietary assets of Amdocs. Among these trade secrets and confidential information are Amdocs' proprietary technology and know-how; computer files; programs and software; marketing and sales plans; strategies and plans; research processes; customer lists and customer information; financial information and plans; data; pricing; business plans and processes; knowledge of business relationships; personnel-related information (including compensation); lines of knowledge of business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, customers, and any other third party -- whether in writing, verbal, digital format or otherwise (collectively, "Confidential Information"). All Confidential Information and any rights therewith shall be the sole and exclusive property of Amdocs.

Accordingly, you expressly promise that you will not at any time during your employment with Amdocs and after termination thereof for any reason, disclose, use or make public (directly or indirectly), any Confidential Information or any part thereof to any person or entity, for any reason or purpose whatsoever, except as may otherwise be required by applicable law and notified to Amdocs prior to the disclosure; or in case you can provide evidence this information is already in the public domain through no fault of your own. You also promise that you will use all means available to prevent any disclosure of Confidential Information by any other person, and will ensure that any Confidential Information is safely and securely stored. Finally, you other person, and will ensure that this provision shall also apply to confidential and proprietary information of Amdocs' customers and other third parties.

3. Intellectual Property Rights

At any time during your employment with Amdocs, you hereby irrevocably, absolutely and perpetually assign and shall assign to Amdocs all rights, titles and interests in all Inventions (defined below), copyrights, trademarks or any other intellectual property rights (collectively, "Intellectual Property Rights"). You herby waive any right or claim for ownership in relation to any Invention, and any right or claim to receive any monetary consideration or any other consideration with respect to any Inventions, other than compensation and benefits provided to you under your employment with Amdocs. Without limitation of the foregoing, you irrevocably confirm that the consideration set forth in the employment agreement is in lieu of any rights for compensation that may arise in connection with the Intellectual Property Rights under applicable law and compensation that may arise in connection with the Intellectual Property Rights under applicable law and waive any right to claim royalties or any other consideration with respect to any such right. The term waive any right to claim royalties or any other consideration with respect to any such right. The term inventions means and includes, improvements, discoveries, concepts and ideas, whether patentable or "Inventions" means and includes, improvements, discoveries, know - how, data, and techniques, which



you may have made, discovered, conceived, or assisted in making, discovering or conceiving, whether alone or jointly with others, and all works of authorship, during your employment with Amdocs.

You hereby agree that any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Amdocs does not exercise the rights under the assignment within a period of one year from the date of assignment.

You shall keep Amdocs promptly informed in writing of any and all such Intellectual Property Rights, and provide Amdocs with all copies and records thereof. You agree and undertake that all Intellectual Property Rights (including its copies and records or any part thereof) will be the sole and exclusive property of Amdocs. Furthermore, you shall not incorporate any data, improvement, knowledge, development, discovery, or other proprietary information owned in whole or in part by any third party into any Invention, without prior written consent of Amdocs.

You hereby agree to assist Amdocs or its nominees, at Amdocs' expense, to obtain protection for such Intellectual, Property Rights in any country throughout the world by giving testimony, signing documents, providing information, attending proceedings and performing such other acts, as Amdocs may reasonably request, at all times during your employment with Amdocs and thereafter.

4. Non-Competition

Due to the competitive nature of Amdocs' business, and your position and responsibilities within Amdocs, you agree that for the duration of your employment with Amdocs and for a period of six months after termination of your employment for any reason, you will not, without Amdocs' written consent:

- (a) Work for, be engaged by, or be employed by any person, company, trust or other entity who is or was a customer of Amdocs, any competitor of Amdocs, or any company affiliated with any such customer or competitor, in a capacity where you provide service, advice or assistance, in competition with Amdocs, in a similar domain or line of business with which you ever worked while employed by Amdocs; and/or
- (b) Own, manage, operate, control, be employed by, participate in, advise, finance, or otherwise be engaged (directly or indirectly), in any Amdocs Business Activities; PROVIDED Amdocs Business Activities are similar to those services which you provided during your employment with Amdocs. "Amdocs Business Activities" means any line of business or industry segment engaged in by Amdocs, including but not limited to: Business Support System (BSS); Digital (including Customer Relationship Management (CRM), Digital Channels, Ecommerce, and Order Management); Open Network (including, Operation Support Systems (OSS) and Network Function Virtualization (NFV)); and customer care and billing systems for telecommunications companies.

5. Non-Solicitation

For the duration of your employment with Amdocs and for a period of six months after termination of your employment for any reason, you will not (directly or indirectly), either on your own account or in the service of others, in any way:

- (a) Solicit, entice away, or endeavor or attempt to induce, solicit or entice away, interfere with the relationship, or sell products or provide services of a kind or nature sold or provided by Amdocs during your employment with Amdocs to, any Customer (defined below), or affiliated party of such Customer in any location. "Customer" means any person or entity that you or any of your subordinates sold products or provided services or actively solicited to sell products or provide services during the twelve (12) month period prior to your termination from Amdocs; and/or
- (b) Solicit, recruit, entice away, or endeavor or attempt to induce, solicit, recruit, or entice away, or hire or engage with, in any capacity whatsoever, any employee, consultant, officer, agent, subcontractor or service provider of Amdocs, that is employed or engaged by Amdocs on the date of your termination to convince any of them to terminate or limit their relationship with Amdocs.





6. Acknowledgments

You acknowledge and agree that (i) in consideration of this Agreement, during your employment with Amdocs, you will become familiar with a range of Confidential Information and relationships, and (ii) your employment is of a particular and special value to Amdocs. Accordingly, you acknowledge that Amdocs may suffer extensive loss or damage, and would be irreparably harmed and impaired, if you breach (directly or indirectly) any of the restrictive covenants under this Agreement for which Amdocs would have no adequate remedy at law. You therefore acknowledge that the foregoing restrictions on your future employment and business activities are fair and reasonable, and are necessary to protect Amdocs' legitimate business interests. You also specifically acknowledge that the foregoing geographic and temporal restrictions on competition are fair and reasonable, given the nature and geographic scope of Amdocs' operations and Amdocs Business Activities.

7. Successors; Assignment

This Agreement and all rights of Amdocs hereunder shall inure to the benefit of, and be enforceable by, Amdocs and its successors and assigns, and shall be assignable, in whole or in part, by Amdocs in its sole discretion.

8. Modification; Entire Agreement

- (a) No provisions of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing by the parties hereto. No waiver by any party of any condition or provision of this Agreement shall be deemed a waiver of similar or dissimilar provisions or conditions. Your obligations hereunder are not cancelled or limited by (and remain enforceable notwithstanding) any change in position, compensation, location, business performance or other terms of employment.
- (b) This Agreement constitutes the full and entire understandings and agreements between the parties with regard to the subject matter hereof, and is an integral and essential part of your employment with Amdocs.
- (c) You will not, in connection with your employment (and are instructed not to) use or disclose any information that then constituted a trade secret of a prior employer or a third party or keep or retain any document containing of the same.

9. Rights and Remedies Upon Breach by Employee

If you breach, or threaten to commit a breach of, any of the provisions under this Agreement, Amdocs shall have the following rights and remedies, each of which shall be independent of the others and severally enforceable, and shall be in addition to, and not in lieu of, any other rights or remedies available at law or in equity.

- (a) <u>Specific Performance</u>. Amdocs shall have the right and remedy to have each and every one of the restrictive covenants in this Agreement specifically enforced, including by way of injunctive or other equitable relief.
- (b) <u>Indemnification</u>. In the event you breach any provision of paragraphs 2-5 of this Agreement, you agree to indemnify and hold Amdocs harmless from and against any and all damages, losses or expenses, including attorneys' fees, relating to any breach or threatened breach of this Agreement by you.
- (c) <u>Severability</u>. You further acknowledge and agree that the restrictive covenants in this Agreement are reasonable and valid in geographic and temporal scope and in all other respects. If, however, any court subsequently determines that any of the restrictive covenants, other clauses of this Agreement or any part thereof, is invalid or unenforceable in any respect or to any extent, such restrictive covenant shall not be void but instead automatically shall be amended to such lesser degree, time, respect, or extent as will grant Amdocs the maximum restriction on your activities permitted by applicable law in such circumstances.



10. Governing Law; Jurisdiction

This Agreement is accepted and entered into in India, and the validity, interpretation, construction and performance of this Agreement shall be governed by, and interpreted according to, the laws of India, without regard to the principles of conflicts of laws thereof or any decision, rule or principle that would result in the application of the laws of another country. It is irrevocably agreed that the courts located in **Pune**, in the exclusive forum and jurisdiction to hear, litigate or settle any dispute or claim arising out of or in connection with this Agreement or its subject matter or formation (or to enforce any term of this Agreement).

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date set forth below.

,	Mr. Saurabh Sudhakarrao Pethkar
Amdocs Development Centre India LLP. E-LOCK EVALUATION SIGNATURE	MI. Sadiabil edalian
Signer: SHYAMA KANTA MISHRA Date: Monday, March 08, 2021 10:57 AM	
1 ²	Signature
Talent Acquisition Manager	

EATC 2019





EPITOME COMPONENTS PVT. LTD.

(Formerly Known as Epitome components LTD)

REF: ECPL/HR/Feb 21

08/02/2021

To, Ms. Madake Vaishnavi Kailas Gadewadi, Tal- Shevgaon Ahmednagar

Sub: Appointment Letter.

Dear Ms. Vaishnavi

The management is pleased to inform you that you have been selected as a "Apprentice Trainee Engineer" on the following *Terms & Conditions*:

- 1) Our Appointment is Apprentice Trainee Engineer under Govt Apprentice Act, 1961
- 2) Your training is for One year as per Apprentice Act 1961
- 3) Your training period will commence from 08.02.2021 and end on 07.02.2022.
- 4) You will be paid a salary of Rs.11500/- per month, including Supa allowance while under training you will not be entitled to any other allowance or monetary benefits. The allowance is applicable only for working in Supa Plant.
- 5) On successful completion of the training of which the Management will be the sole judge, you will be appointed on Probation in a suitable grade depending upon the vacancies and your performance during the training period. However, the Management will not be obliged to appoint you after the training period.
- 6) You may be required to work anywhere in India.
- 7) You will abide by the rules and regulations made by the Management from time to time and carry out the instructions given to you by the Management.
- 8) If in case you wish to discontinue your service you have to give one month advance notice to HR Dept. for smooth functioning. Also even management can Terminate your services by giving you one month notice or one month's pay.

Please sign the duplicate of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long happy association together.

For Epitome Components Pvt Ltd,

Director

CORPORATE OFFICE: G- 17, MIDC, Ahmednagar- 414111. Maharashtra
TEL - 91-241-2777681/4, FAX:- 91-241-2778241, E-Mail: finance@epitomeindia.com
Plant Address: G-17, C-40, MIDC, AHMEDNAGAR.
A-20/1, SUPA MIDC, VILLAGE - HANGA, TAL- PARNER, DIST, AHMEDNAGAR 414301
CIN: U32106PN1994PTC080977 E- Mail: accounts@epitomeindia.com

TEL: 02488-213133/36 Web site: www.epitomeindia.com

PN/ADM/RST/014/2019

To,

Shri Ganesh Dattatray Bhise At-Prabhuchiwadi Post-Kharshi Taluka-Jawali, Satara-415020 Sub: Offer of appointment to temporary post of Project Assistant-I in C-MET, Pune

...

PN/SP/078), Based on your selection for the project post. The appointment is presently on provisional basis pending completion of formalities such as Character & Antecedents verification You are hereby offered an appointment on purely temporary basis as Project Assistant-I in this office on the sponsored project entitled "Development of smart parking management system using sensors, IoT and GIS technologies" DST, New Delhi sponsored projects No. from appropriate authorities and Medical Fitness from a Government hospital.

appointing authority, however, reserve the right of terminating the service of the appointed fauthinish or hafora the avnivation of the climitated nerind of notice by making payment to him of either side, namely, the appointee or the appointing authority, without assigning any teason. The ineligible or otherwise unfit for the appointment to the post. Further, during the period of employment, the appointment may be terminated at any time by one month's notice given by received relating to your nationality, age and health etc. that this office is satisfied that you are 2. During the period of appointment, you will be eligible for a consolidated salary of Rs. 16,000/- (Rupees Sixteen Thousand only). The period of appointment is initially period of 1(one) year and extendable on a year to year basis depending on the performance for another 12 months or co-terminus with the project. You will be liable to discharge from the service at any time during the period of employment without notice, if on the basis of your conduct and performance, you are considered unfit of further retention in service or on any information



Ref: OFL/HR/PUN/ZENSAR/0045439_3

Dated 19-Sep-19

To

Nitin Bhagat

Sub: Offer of Employment

Dear Mr. Nitin,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

You are required to join on **26-Sep-19** and your 'Annual Compensation' is attached herewith as in Annexure – A. The terms and conditions of employment are in Annexure-B.

Please note this offer is conditional to verification of documents listed in Annexure C and your being found medically fit for employment.

Please confirm your acceptance of this offer by signing and returning the duplicate attached.

Yours Sincerely,

For Zensar Technologies Limited

- Jesse Dutter

Sanjeeva Maithani Vice President – Human Resources

Encl: Annexure - A (Salary Structure),

Annexure – B (Terms and Conditions of employment)

Annexure - C (Document Check List)

Annexure - A

Name: Nitin Bhagat Designation: Jr.Software Engineer Location: Pune

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	19725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	227725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	260000	

Annexure - B

1. GRATUITY:

For every associate, the organization contributes 4.81% of the Basic salary towards the Gratuity fund. All associates who have completed minimum 5 years of continuous service with the organization are entitled for Gratuity.

The entitlements are as per the following slabs:

- 5 years or more, and less than 10 years of service, Gratuity will be calculated @ 15 days basic salary for the number of years completed.
- More than 10 years and less than 15 years of service, Gratuity will be calculated @ one month basic salary for the number of years completed.
- More than 15 years of service, Gratuity will be calculated @ 1¹⁴ month's basic salary for the number of years completed, subject to maximum of 26 months' salary.

The gratuity amount is payable on resignation/retirement subject to above conditions.

In case of death of the associate during the service, the associate's nominee is entitled for the Gratuity benefit calculated on the basis of anticipated service subject to the conditions under the scheme entered with LIC.

2. PROVIDENT FUND:

The associate becomes a member of the provident Fund Trust administered by the company from the date of the joining.

- The company deducts 12% of the basic every month through payroll as the associate's contribution to PF. Additionally, the company contributes 12 % of the associate's basic salary and the same is deposited with the Provident Fund Trust.
- Out the associate's contribution, 8.33% (subject to maximum of Rs. 541 p.m.) is remitted to The Regional Provident Fund Commissioner (RPFC), Pune towards the contribution for pension administered by RPFC.
- The associate on resignation or retirement can apply to Trust for transfer or withdrawal of Provident Fund accumulation as per the Provident Fund rules.
- The associate is also entitled for Pension from RPFC on resignation or retirement as per the pension rules of RPFC.
- Voluntary Provident Fund: The associate, if wishes, may request for additional PF contribution minimum if 12% & maximum of 20% of Basic salary by way of deduction through payroll.

3. Other Benefits

You and your spouse will be eligible to avail of the medical insurance cover.

You will be eligible to 30 days of total leave during a year. This will include 18 days of privilege leaves and 12 days of flexi leaves. Flexi leave can be availed as casual leave, sick leave and paternity reasons. The details of the policy would be available to you when you join.

4. Notice Period

You will be required to give three months notice in case you decide to leave our services and the same is subject to the company's discretion. The company reserves the right at its sole discretion, to substitute the notice period by paying whole or part of your base salary in lieu of the notice period.

Incase you leave the services of Zensar within 1 year of your joining the Organization, due to any reason, you will be required to repay the total expenses incurred by the company towards reimbursement to you on account of your relocation, notice pay buyout and joining bonus, if any.

5. Statement of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. Incase, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of minimum standards set by the company, the company shall have the right to terminate your services at its own discretion.

6. Group Insurances

- From the month following your joining, Company will provide you coverage under the Group Mediclaim Policy and Group Accident Insurance Policy, at no cost to you.
- It is mandatory to declare dependent (Dependent Spouse, Dependent Children) information to include them in the company Mediclaim Insurance policy.

7. Confidentiality

You agree at all times during the term of your employment and thereafter (without limit of time):

Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

Not to disclose or divulge Confidential Information to any person or entity without written authorization of the Company

You agree to return to Zensar all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment.

- For the purposes of Clause, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether oral or written or in electronic format and whether marked confidential or not, including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.
- Any breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

8. Non Solicitation of Associates and Clients

- You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:
- Solicit, divert, take away, hire, or recruit, entice or attempt to solicit any associate of the Company or the business of any client, customer, potential client, potential customer, person, or entity with whom Associate had dealings for any purpose related in any manner to the business of the Company.
- You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.
- This clause shall be binding on you even after your separation from the company

9. Intellectual Property

- All intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your employment to the company.
- You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment.

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or 10. Indemnification related to your breach of any of the provisions contained in this Terms of Employment

11. Other Terms and conditions

You agree not to undertake employment, whether full-time or part-time of any other organization / entity engaged in any forms of business activity without the consent of Zensar. 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.

This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the company or any external agency through Zensar to verify your educational, previous employment, your conduct and any other background checks prior to your joining the company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or objection. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the company reserves the right to terminate the employment at any time during your service You agree to abide by all the policies of the Company in force from time to time.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure - B and I hereby accept and agree to abide by them:

Name in Full: Signature: Address: Phone: E-mail ID: Date: Place:

Note: This document gives indicative details of all plans. Their implementation is governed by policies of Zensar and applicable legal agencies, and may change from time to time without prior notice. Latest Details and specifics of each plan are available with the Human Resources Function.

Annexure - C

At the time of joining, you are requested to bring the following documents in Original, along with a copy of each

- 1. Proof of Age either copy of passport or school leaving certificate
- Last Qualification Certificate
- 3. Mark sheet of last qualification
- 4. Experience Certificates/Relieving letter of the last two companies
- Last salary slip
- 6. Two passport size color photographs
- 7. Copy of Pan Card
- 8. Copy of Passport (if available)
- Bank Account Number and details

You must provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN number

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the company reserves the right to terminate the employment at any time during your service

Please submit all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

E # TC 2019



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, Aniket Vitthal Lokhande,



Date: 26/12/2019

Subject: Offer Letter

Dear Aniket Vitthal Lokhande,

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 **06-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: Aniket Vitthal Lokhande

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
Α	Gross Per Month	14167	170004
1	PF	1500	18000
2	Profession Tax	200	2500
3	ESIC	107	1284
	Total Deduction	1807	21784
В	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
С	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 **Aniket Vitthal Lokhande**, have read the above terms and conditions and accept this order of Offer.

Date: 26/12/2019 Signature

Subject: Offer Letter

Dear Deshmukh Akshay Ramesh,

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 Net Take Home. Your Salary Structure shall be as per Annexure A. You should join duty on 06-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.

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 Based on company requirement a background Verification Check will be carried out within the first will be offered.

terminate the service by giving One Month written notice or by depositing or adjusting your One or salary in lieu of notices without assigning any reason whatsoever. Similarly you may also Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your employment may be terminated by the company either by giving 30 days of written notice 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
- Latest passport size photographs.
- I.D Proof (Driving License or Passport or Election ID) w 4
- Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
 - Copies of Educational Certificates/Mark Sheets. (10th, 12th, Final Year)
- Copy of previous Employment Certificates i.e. (Work Experience letter or Relleving letter, Salary Slip if any) 6.
 - Cancelled Cheque/ Passbook of your savings bank account.
 - Pan Card & Aadhaar Card (Mandatory)
- Joining Kit Forms (Form 11, Form 2, Form-1 and Prompt Joining Form)

prorigo

22 June 2021

Mr. Mahesh Tambde

Dear Mahesh,

LETTER OF APPOINTMENT

We are pleased to appoint you at the position of **Trainee Software Engineer** on the following terms and conditions.

- 1. Your appointment will date from 23 June, 2021 and you will be under probation for a period of 6 months from you appointment date
- You should note that the salaries are consolidated, i.e. are inclusive of Dearness
 Allowance. You will be eligible for the other allowances and benefits as per the company
 rules.
- 3. You will be working at companies premises at **Pune.** You will be subject to the general rules of conduct, discipline, leave rules, holidays, hours of work, etc. that are prevailing in the Company or may be brought into force from time to time. You will also be eligible for 20 working days paid vacation per year, prorated as per your date of joining.
- 4. You may be required to undertake tours to client's location or other business assignments in connection with the company's business. You will be eligible for traveling expenses and other allowances according to the rules in force at that time.
- 5. Your service may be terminated by the Company at any time by either giving you three month's notice or payment of three months fixed Salary in lieu of notice. Similarly, it will be permissible for you to resign from our services subject to your giving the Company three month's notice in writing of your intention to do so. If you should leave the Company's service without notice, you will be liable to pay to the Company a sum equivalent to three months fixed Salary or you will be liable to be sued for damages. If at any time you are found guilty of misconduct, your services may be terminated without notice or payment in lieu of notice in accordance with the law.
- 6. You will be required to undertake a Confidentiality Agreement effective from the date of joining. The Confidentiality Agreement is to ensure that all proprietary information, documents, literature, invention obtained/made during your tenure with Prorigo Software will not be utilized by you at any point to undermine the interests of Prorigo Software. We will be happy to provide the details of the Confidentiality Agreement.
- 7. You will be required to abide by the organization's policies in force from time to time.



Please acknowledge	your	acceptance	of 1	the	appointment	by	signing	and	returning	the	duplicate
copy of this letter.											

Welcome onboard.

With warm regards,

Kishore Kumar

Head – Human Resource, Prorigo Software Pvt. Ltd.

x
Date:



ANNEXURE 1 (Compensation details)

Name

:

Mr. Mahesh Tambde

Designation

.

Trainee Software Engineer

Group

.

Delivery

Pune

Location

*

Salary Components

COMPONENT	Monthly (RS)	Annual (RS)
BASIC	15000	180000
HRA	4014	48168
LEAVE TRAVEL ALLOWANCE	4000	48000
Employer contribution to PF	1986	23832
TOTAL FIXED COMPENSATION	25000	300000
COST TO COMPANY		300000

Notes:

 The above components of the salary structure can change to be in accordance with the structure prevalent in the organization.

EFTC. 2019

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HR-SSC/Offer/20-21/276096

29-Dec-2020

Kiran Salunkhe Pune

Dear Kiran,

We are pleased to offer you the position of Jr. Customer Service Executive - Service Assurance at B1-1 band and your base location will be Pune-Dighi.

Your appointment will be effective on your joining date i.e. 25-Jan-2021. Please contact your recruiter immediately in case there is any alteration in the joining date. The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- "Xpand" is our Onboarding tool that will help you through your Onboarding process with us. You will shortly receive a
 mail from "Xpand" with your details to facilitate online completion of Onboarding process.
- This offer of appointment is conditional and subject to completing the mandatory tasks on Xpand (About You, Education, Employment tasks), and positive clearance of background and reference check. You will receive notifications directly from our background screening partner - "Neeyamo" for your screening process initiation or if any additional information/documents required in this process.
- Ensure you complete your online Onboarding formalities within 5 days of this offer receipt else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete 2 days of Induction Program in Pune. You will be getting Induction invite from Global Onboarding team with the schedule details. Your induction location might vary based on your job location or business requirement.

Your point of contact for any recruitment related queries will be "Taranjeet Kaur". You can drop an e-mail at "Taranjeet.Kaur@contractor.tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Transformation Services Limited and invite you to participate in the enriching experience of building a world-class organization.



Terms and conditions

Your annualized compensation package will be INR 260000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INF			
Basic	180000			
Annual Allowances	58400			
Provident Fund	21600			

Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Depending upon the applicable plan, the actual amount payable may vary, based on your performance and other parameters. This amount includes the bonus payable under the provisions of the Payment of Bonus Act, 1965, as amended, wherever applicable.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Leave Travel Assistance
- Sodexo Meal Vouchers
- Vehicle Running Expenses
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance (SRA): Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organisation/Projects, which will be intimated to you on time to time basis, during your employment with company.



Annexure I Terms and conditions

- 1. Your grade/band and designation will be as per details mentioned in this letter. However, it may be noted that designations,job grades/bands could change from time to time depending on Company requirements and in accordance with HR policies.
- 2. The Company may transfer you across function / location / affiliates as per its business requirements. You may be required to work on matters pertaining to the Company and /or its affiliates, as decided and communicated by the Company from time to time.
- 3. As per guidelines from the Government of India, it is mandatory for an organization to maintain KYC documents of all its employees including the new joiners for statutory compliances. Hence you are requested to provide a copy of your valid Aadhar card to Tata Communications at the time of Onboarding. Please note, it is mandatory for personal details as per Aadhar card (like name, date of birth (DD/MM/YYYY) & gender) to match with earlier UAN. In case this is your first employment, please ensure you possess a valid Aadhar card. Also, please ensure all the details mentioned on the Aadhar Card are correct. If there is any mismatch in Aadhar details, please share the corrected copy of Aadhar Card.
- 4. Your probation period will be for period of 6 months or such longer period as may be extended by the Company in its sole discretion, based on your conduct and performance. You will be duly notified of any such extension. In the absence of such notification from the Company within 30 days from the end of such 6 months period, you will be deemed to be confirmed.
- 5. You shall be governed by the Company's policies, rules and regulations as applicable from time to time and shall carry out the roles and responsibilities assigned to you by the Company and /or its affiliates. We expect that you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You agree that, during the course of employment with the Company, you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You shall not be entitled to assign your duties, responsibilities and obligations under this offer letter to any other person.
- 6. In the course of your employment, you would be privy to Confidential Information (as defined below), which may have been entrusted or other-wise become known to you. All Confidential Information is deemed to be the property of the Company and /or its affiliates or their respective licensors (as the case may be). Any Confidential Information must not be disclosed during or any time after this employment to any third party without prior written consent of the Company. During and after the course of your employment, you shall not remove from the Company's premises, any documents, records, files, papers, correspondence, computer printouts, computer programs, computer software, microfilm, or other similar documents containing Confidential Information, including copies thereof, whether prepared by you or others, except as required in the performance of your duties, and in such cases, you shall promptly return such items to the Company. After the course of your employment with the Company or at any time as required by the Company, all such items including summaries or copies thereof, then in your possession, shall be returned to the Company immediately. You hereby agree that the return of such items shall be a condition precedent to you receiving, upon termination of your employment or at any time thereafter, any compensation or other amounts due to you from the Company. By abcepting this offer, you also undertake to indemnify the Company and its affiliates



from any loss or damage arising from any breach of these terms and conditions by you. For the purposes of this offer letter, 'Confidential Information' includes, without limitation: (a) the contents of this offer letter; (b) any financial, business, planning, operations, services, potential services, products or potential products, including business plans, budgets and projections of the Company or its affiliates; (c) technical information, know-how, software specifications, information technology, infrastructure and intellectual property of the Company or its affiliates; (d) purchasing, marketing, sales, personnel or supplier data or other information of the Company or its affiliates; (e) any papers, data, records, processes, methods, techniques, systems, models, samples, devices, equipment, compilations, invoices, customer lists, research reports or documents of the Company or its affiliates; (f) any confidential information or trade secrets of any third party provided to the Company or its affiliates in confidence or subject to restrictions or limitations on use or disclosure; and (g) any other sensitive and commercially valuable information of the Company or its affiliates.

- 7. Your joining will be subject to successful clearance of background verification to our satisfaction. The background verification will include but not limited to Education and prior employments. Your current employment verification will start after your joining. Further, your employment with Tata Communications is subject to successful clearance of background verification to our satisfaction. You hereby give your consent to the Company to undertake background checks either on its own or through its authorized representatives to verify the contents of your application, including previous employment and academic qualifications, and for the said purpose you hereby consent and authorize the Company to disclose the contents of your application to the aforesaid persons. You agree to undergo and comply with certain intervening process compliances as required by the Company prior to your date of joining the Company failing which the Company reserves the right to terminate and or withdraw this offer letter.
 - In case any information or details provided by you is found to be untrue or incorrect or your background check not being positive to the Company's satisfaction, or in the event that any of your actions result in a violation of the Code (defined below), this letter (along with any supplementary letters or documents in relation thereto) and or your services (as applicable) will be liable to termination with immediate effect (without any notice or payment in lieu thereof).
- 8. On your joining you will be handed over a copy of the Company's Code of Conduct ('Code') and you will be required to sign your acceptance of the same.
- (a) The Company may terminate this appointment by giving you one month's notice or basic monthly salary in lieu of the said notice period during the probation period; or following confirmation, three months' notice; or basic salary in lieu of the said notice period.
 - (b) You may terminate this appointment by giving one month's notice or basic monthly salary (along with the GST (as applicable) thereon) in lieu of the said notice period during the probation period; or following confirmation three months' notice or basic salary in lieu of the short fall in notice period, along with the service tax, as applicable thereon, provided you have served at least 2 months' notice in case of the latter;
 - Upon the termination of your employment with the Company, or at the request of the Company any time prior to termination, you shall return to the Company, or destroy, as may be directed by the Company, all Company property and documents, including notes, memoranda, correspondence and other documents containing any Confidential Information, Inventions (as defined below) and intellectual property rights, on whatever media and wherever located. You shall not retain copies of any Confidential Information, Inventions or other material without the Company's prior written consent.

You shall not, at any time after the termination of your employment, present or hold yourself out as



being in any way connected with or interested in the Company or in the business of the Company, or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning the Company or any of its directors, employees, officers, shareholders, agents, consultants or advisors.

10. Other Benefits:

Group Mediclaim Policy: An employee would be covered under group Mediclaim policy from his/her date of joining. It includes employee, his/her spouse, 2 dependent children up to 25 years of age. Company will provide parental coverage at a subsidized rate for each parent.

You acknowledge and agree that your (a) acceptance to the Code; and (b) successful completion of various mandatory training courses allocated to you by the Company from time to time during the tenure of your employment; both to the satisfaction of the Company, are material conditions amongst other terms of your employment with the Company. Therefore, payment of your eligible variable pay/bonus/incentives (if any) shall be subject to your compliance with conditions mentioned in (a) and (b) above. Company may, in its discretion, withhold such payment until and unless you comply with such material conditions of your employment to the Company's satisfaction.

The benefits mentioned above are governed by the Company policies, rules and regulations and it can be amended, altered and modified from time to time. You agree to keep your remuneration details confidential and not disclose them to any person without the prior written consent of the Company.

- 11. **Relocation:** In the event of your separation from the services of the company within 12 months if any relocation expenses paid will be recovered as part of the full and final settlement.
- 12. Intellectual Property 1. You hereby recognize and agree that all ideas, processes, methods, knowhow, inventions, enhancements, plans, writings, work results and other developments or improvements (the 'Inventions') conceived of by you, alone or with others, during the term of your employment with the Company, whether or not during working hours, shall be the sole and exclusive property of the Company. You further agree that you shall promptly disclose all Inventions to the Company. You hereby waive and assign to the Company without charge all present and future rights that you have or may have in those Inventions, including without limitation any patents, copyrights, trademarks, industrial property rights, the right to be named and other intellectual property rights or applications in respect thereof. At the request of, and without charge to, the Company, you shall do all things deemed by the Company to be reasonably necessary to perfect title to the Inventions in favour of the Company and to assist in obtaining for the Company such patents, copyrights, trademarks or other protection as may be available under applicable law and deemed desirable by the Company. including but not limited to executing and signing any and all relevant applications, deeds of assignments or other instruments. In addition, you shall make it possible for the Company and its successors and assignees to receive the full and exclusive usage and advantages of the working results.
 - 2. You are obliged to prepare a reasonable documentation of your Inventions, whether they are patentable or protectable by copyright, and you are obliged to keep them updated. Such documentation shall be made accessible at any time to the Company, and the property therein is to be transferred to the Company, pursuant to clause 12.1
 - 3. In respect of the fulfilment of the obligations or any other activity in connection with the transfer of rights under or in connection with this agreement, you shall not receive any further remuneration other or in addition to what is stipulated under this letter and appraisal (if any) during the employment relationship. Only such costs will be reimbursed or paid, as the case may be, that were incurred at the demand of the Company.



- 4. Any utilization of Inventions shall be deemed to be compensated by way of payment of remuneration to you as stipulated under this letter. You shall not be entitled to any special inventor's bonus/payouts.
- 5. You further covenant with the Company that you shall not, at any time after termination of your employment with the Company, use or procure the use in any manner whatsoever of any registered or unregistered trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates used prior to or as of the date of termination of your employment by the Company, or deceptively similar to or liable to be confused with such trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates.
- 13. **Taxation:** It shall be your responsibility to meet all requirements under the income tax laws, including tax compliance and filing of tax returns, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct applicable taxes at source from your salary, in accordance with prevailing laws of India.
- 14. **Governing Law and Jurisdiction:** This agreement is governed by and construed in accordance with the laws of India and is subject to the jurisdiction of the Courts at Mumbai.
- 15. Foreign Nationals 1. In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Tata Communications or its affiliates.
 - 2. You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Tata Communications shall be at liberty to demand copies / originals of such permission and you shall be under obligation to provide the same.
 - 3. It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Tata Communications and/or its affiliates. Any time after the execution of this Offer, if it is found that you do not have required work permit / visa, Tata Communications India and/or its affiliates shall terminate your employment, without notice, with immediate effect, without any liability towards you.
 - 4. In case of any change in your nationality during the course of your employment you shall be under obligation to notify the same to the company, and the said change in your nationality may lead to revision in employment conditions including but not limited to compensation.
- 16. If any time during your employment you owe any amount to Tata Communications or its affiliates, Tata Communications and/or its affiliates has the right to deduct from your pay/salary any sums which you may owe, including without limitation, any over-payments or loans made to you by Tata Communications and/or its affiliates or any demand raised by any judicial authority.

Yours Sincerely,

Docusigned by:

Aman Gypta

B1277E3B6RFC4B2

Aman Gupta, Associate Vice President – HR

I ACCEPT THIS OFFICE OF EMPLOYMENT

Signature:

Date: 29-12-2020



Annexure II Onboarding Logistics

Welcome to Tata Communications!

We are pleased to have you on board with us and hope that this association will be a mutually enjoyable and enriching one.

Your induction will be held in Pune and reporting time for Induction on the day of OnBoarding will be 9:00 AM. You are required to arrange for your travel from your current location to Pune and thereafter to your reporting location. You will have to get this cost reimbursed at actuals (either IIAC Train Fare or Economy Class Air Fare) subject to submission of tickets, from the internal reimbursement tool (Concur) post your joining.

As a part of the joining formalities, you will be required to complete a set of documentation for various purposes, including those related to a formal verification of educational and employment background which is being done by an independent external agency empanelled for this purpose.

Please ensure to carry the following documents (one set of clear photocopies) with you for submission on your date of joining:

- 1) Copy of offer letter duly signed by employee on each page
- 2) Resignation acceptance / Relieving letter from 2 previous Employers (Email resignation acceptance shall not be acceptable
- 3) 2 Copies of PAN Card & Aadhar Card (Mandatory)
- 4) Passport copy (if available)
- 5) 3 passport size color photographs (White background only)
- 6) Graduation & Post Graduation (Final year mark sheet/s & Degree Certificate)
- 7) Diploma course/s (if any) (Final year mark sheet/s & Diploma Certificate)
- 8) Professional Certifications (Issued by respective Institute)

We have tied up with HDFC Bank, ICICI Bank & AXIS Bank for direct credit of salaries. In-case you do not already have an account in any of them you will be provided necessary assistance for the same. You must carry an additional passport size photograph and proof of address and identity which may be required to be submitted to the bank.

Best Regards, Onboarding Team DocuSign Envelope ID: 772F62B8-4CFB-4570-A28B-B7A4AC224472



Welcome to TATA Communications

Guidelines for background verification process & onboarding tasks We would like to introduce you to our Global screening partner who will assist and perform background screening for you on behalf of Tata Communication as an integral part of onboarding formalities. As part of your onboarding, you will be getting links from the onboarding tool to complete your documentation and onboarding formalities along with which your data will be shared with the screening partner to initiate your background screening process. Request you to follow and complete the details mentioned in the notifications from the onboarding tool accordingly.

Documents to be kept handy during onboarding process Education check: Degree copies or Final year Mark sheet

Employment check: Reliving letter or Service certificate or Experience letter. Contact details of pervious

employers.

Criminal Check: 5 years of complete address history Address Check: 5 years of complete address history

ID check: Valid passport, National id (Pan Card & Aadhar card)

The screening partner would co-ordinate with you directly in case of any additional requirements. Please take some time to carefully update the details that are required to process the verification.

We would request you to accelerate the process from your end to ensure quick completion of the onboarding formalities. In case of any query / clarification, while updating / uploading information, the applicant can reach out to Global Onboarding Team.

Kind regards, Global Onboarding Team GlobalOnboarding@tatacommunications.com



(expleo)

Ref No.: EIIPL/HR/13891 Date: 21st April 2021

Offer Letter

Saurav Bande

Flat No. 202, Aaditya Chaitraban Society, Nandini Takle Nagar, Manjari Farm, Pune, Pin - 412307

Dear Saurav,

Welcome to Expleo India Family.

We are pleased to offer to you an appointment with Expleo India as

Associate Developer under grade GG1 (Level 1) 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 April 2021.
- 1.2 This offer stands cancelled in case you fail to join by the said date.
- 1.3 You will be on Probation for a period of 6 Months from the date of your joining. 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, 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 the CEO/MD/HR/Head of Operations.
- 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 Expleo India Career Review Program.

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 while ensuring you complete the average hours per day/week/month. The official timings are between 09:15 hrs and 18:15 hrs.

(expleo)

4 Other Benefits:

- 4.1 You will be entitled for leaves 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 Expleo India Rule Book for e.g. Weliness reimbursement, Loyalty Bonus, Group Employee Insurance Policies etc.
- 4.5 Your appointment / services will be governed by the policies, procedures, regulations, practices, processes and procedures of Expleo 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 Expleo 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 Expleo India as well as after you leave Expleo 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 Expleo India whether directly or indirectly.
- 5.6 Adhere and contribute towards Continual Improvement of Expleo 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 Expleo India is and ISO 27001 certified organization and as per its provisions, you agree to abide by all the Confidentiality Agreements signed by Expleo India with its customers.
- 5.9 Indemnifying Expleo against any unlawful activities: You also indemnify and hold harmless Expleo 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 Expleo 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. If initiated by employee, based on the business requirement Expleo reserves the right to release early and without any remuneration.
- 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 Expleo 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 Expleo India Rule Book from time to time.

(expleo)

The Salary stack for Saurav Bande is as under

Category	Particulars	Amt. Rs.
FM01	Basic Salary (Inclusive of DA)	15000.00
FM02	H.R.A.	3000.00
FM03	Education Allowance	0.00
FM04	Soft Allowance	1100.00
FM05	LTA	0.00
FM06	Food allowance	0.00
FM07	Petrol Reimbursement	0.00
FM08	Advance Ex-Gratia / Bonus	2000.00
	Gross Per Month	21100.00
FM11	Company contribution towards PF	1800.00
	Monthly Total	22900.00
	Gratuity	8654.00
	Yearly Total	283454.00
* RB 1	Retention Bonus	25320.00
	Total Cost to Company Per Year	308774.00

Legend: FM-Fixed Monthly, RB-Retention Bonus

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 Expleo India

Sachin Dhavale

Director - People Services

Confidential Version: 6

^{*} **RB1**: This indicates the 100% amount payable per annum. Retention Bonus is 100% payable prorated every 6 months along with January / July salary as per the policy provision made in Expleo India Rule Book.

EXTC 2019

(expleo)

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 \dots/\dots

I also further state that there is no other commitments are given to me for. e.g. salary revision at confirmation etc.

on market and a second a second and a second a second and
Name:
Sign:
Date//

 Previous all company's relieving letters (Original relieving letter of last company to be submitted). Employees can take back once the Backgroung Verification is completed. Experience Certificates of all companies as mentioned in the Resume. Three Passport Size Photographs.
4 IT / TDS Statement (Form 12 B preferred) for the current interior /
employer. Degree Certificates from 10 th std. to highest degree (Attested Copies). All Semester mark sheets (Attested Copies). Pay Slip / Salary Certificate of the last employed month (Attested Copy). 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 Affidavia etc).
Please note, all the above documents are mandatory and you are required to carry then on the day of joining. Expleo reserves the right to terminate your joining incase if you fait to submit the required documents. On 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

Confidential Version: 6





Date: May 25, 2021

Dear Kajal Gautam Wasate,

Congratulations! We are pleased to make you an offer to join Prolifics Corporation Private Ltd. (herein after referred as "Company" or "Prolifics). You will be designated as Trainee Software Engineer under the cadre of T1 and you are expected to join Prolifics on OR before June 15, 2021.

Compensation:

1. Fixed Compensation: Your Annual Gross Compensation for the year, which is inclusive of Basic Salary and other Compensation, is Rs.300,000 per annum.

Note: - This is a Provisional offer letter subject to clearing final interview by Prolifics.

Your association and employment will be governed by the various employee related policies and guidelines of the organization.

Work Location — You will be based in Hyderabad or Pune but the Company may require you to work at any of its locations and its subsidiary locations OR on customer sites, within OR outside India. The corporate HR function work out of Prolifics Corporation Private Ltd., 14th Floor, Raheja Mindspace Hitech City Madhapur, Hyderabad — 500081, Telangana, India

Relocation: Not Applicable

Probation: On joining you will be on probation for a period of 3 months, extendable based on performance at the discretion of the reporting manager.

Notice Period/Termination during probation period - Your services in this Company may be terminated by giving you 1 month notice in writing, or by paying you 1 month basic pay in lieu thereof. You would be required to give 1 month notice if you want to resign from the services of the company during your probation period.

Notice Period/Termination after completion of probation period - Your services in this Company may be terminated by giving you 3 months' notice in writing, or by paying you 3 months basic pay in lieu thereof. You would be required to give 3 months' notice if you want to resign from the services of the company.



COMPENSATION STRUCTURE

	Kajal Gautam Wasate		
Full Name	Trainee Software Eng		
Job Title	T1		
Cadre	11		
and the second s	Per Month Annualized		
Base Compensation	10,100	121,200	
Basic	4,040	48,480	
HRA	583.33	7,000	
Statutory Allowance	7,204	86,448	
Special Allowance	1,800	21,600	
Employer PF Contribution		284,728	
Total Base Compensation	23,727	204,720	
Variable Compensation			
Organization Performance Linked Pay		284,728	
Total Compensation			
Retiral and Health Benefits (Annualized)		9,445	
Medical, Accident and Life Insurance		5,827	
Gratuity		300,000	
Cost To Company (CTC)			

Note: This is a Provisional offer letter subject to clearing final interview by Prolifics.

The benefits included in the cost to company are:

- Provident Fund You have to participate in Employees' Provident Fund scheme, the employer's
 contribution of 12% of your annual base salary is included in CTC. The details of this benefit are provided
 in the attached sheet.
- Medical Insurance In accordance with the Company's policy you and your immediate family (i.e. spouse and unmarried dependent children OR Dependent Parents) will be covered under our Medical Insurance plan.
 - Additionally, if you are required to travel abroad, you will be covered under our Overseas Medical Insurance Policy.
- Group Personal Accident policy In accordance with the Company's policy you will be covered under our Group Personal Accident policy.
- Gratuity On completion of five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.



Documents:

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the company, you are required to produce the following documents (photocopies), as applicable:

- 1. Educational Qualification
 - a. SSC/Class X
 - b. Intermediate
 - c. Graduation Degree certificate and marks cards of all years / semesters
 - d. Post Graduation Degree certificate and marks cards of all years / semesters
- 2. Photos: You would be required to submit 5 passport size photographs in color.
- 3. Identity proof Passport, Aadhar Card & PAN card are a must.
- 4. Address proof-Current & Permanent (Any utility bill electricity, telephone, credit card, bank statement)

Background Verification — The Company will have the right to carry out background checks on the documents and information provided by you after your reporting at Prolifics. As a result of the background verification, reference checks or any subsequent inputs, if any information or documents supplied by you are found to be false or misleading, this employment contract will be rendered null and void and you will be liable to repay all expenses borne by the Company towards your hire, relocation, on-boarding, training and any salary paid to you.

Please find the below link for completing the joining formalities,

Onboarding portal

: http://onboarding.prolifics.com

Username

: kajalwasate0897@gmail.com

Password

: password

Note: You need to complete onboarding link and upload all the documents in a week from offer released date.

The offer automatically lapses if you are unable to join on or before the mentioned date of joining. For any request on the extension of your joining date, please contact us at urhr@prolifics.com mentioning the reason for extension and revised date. However, the company deserves the right to accept or turn down any such extension requests, which will be notified to you.

While welcoming you to Happy Prolifics, we look forward to the prospect of a long and mutual rewarding relationship.

Request you reply with your acceptance to this email.

For more information about us, please visit www.prolifics.com

This is an electronic generated document and does not require any signature.

E & TC 2019





Salary Breakup__ Harshada Bhausaheb Patil___10th February 2020: Pune

1 message

Tiwari, Jyoti < Jyoti.2. Tiwari@atos.net>

Thu, 30 Jan 2020 at 1:58 pm

To: harshadabpatil2797@gmail.com <harshadabpatil2797@gmail.com>

Cc: dl-ro-leads <dl-ro-leads@atos.net>, Kumar, Vijay (ext) <vijayakumar.suganthakumar.external@atos.net>, Koul, Siddarth <siddarth.koul@atos.net>, Palkar, Sampada <sampada.palkar@atos.net>

Dear Harshada Bhausaheb Patil

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for with effect from your date of joining as 10th February 2020.

Please note that if you do not join on 10th February 2020 this offer will be treated as withdrawn.

Attached is the Salary Stack & Address FOR joining location refer induction pack :

Reporting Time: 9:30 AM Sharp

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.
 - A two years' service Agreement will be Applicable.

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.

E +TC 2019

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 to ALL on this email.

Kind regards,

AtoS

Jyoti Tiwari Assistant Manager – Recruitment COE B-wing, S2 Building, ATOS-Syntel Campus, – MIDC Talwade,Pune 411062 – India atos.net







Ref: APP/FI1108/2020

Date 11th September 2020

Mr. Bhushan Zope 7058601621

Sub: Letter of Employment

Dear Bhushan,

With great pleasure, we invite you to be an integral part of FIGmd (India) Private Limited.

With reference to your recent application and the subsequent interview/s you had with us, the Company is pleased to confirm your appointment as Associate Software Engineer at L3 Level.

The terms & conditions of the employment are as follows:

Date of Commencement:Your employment with the Company will commence from $14^{\rm th}$ September 2020.

Compensation:

Your cost to company (CTC) will be INR 250,008/- per annum(Rupees Two Lacs Fifty Thousand & Eight only). A detailed breakup of the CTC is set out in the Compensation sheet in Annexure A.

Your compensation consists of Basic Salary, House Rent Allowance, other allowances and Benefits as per Company's prevailing policies. Employee and Employer's PF contribution, Gratuity and any other deductions as per statutory compliance and will be debited from your CTC. 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.

Probation & Confirmation:

All new Associate shall be on probation for a period of 6 month(s) from the date of joining and may be confirmed as a permanent employee upon successful completion of the probation. The employee would be confirmed on the 1st day of the month succeeding the month of completion of probation of six months from the date of joining the Company or after the period of probation, whichever is later.

Your probation period can be extended at the Company's discretion if your performance is not found satisfactory by the management. Such extensions shall be communicated in writing by the management. Till such time as the confirmation letter is issued to you by the Company, you shall continue to be on Probation.

Performance Management System:

Performance review drives performance excellence in the Organization. All Associate are eligible for an annual performance review. The performance review cycle is from April to March every year. There would be Quarterly, Mid-year and Annual performance reviews. To become eligible for performance review annual cycle for the current year, you should be in the organization for minimum of 6 months from your date of joining.

FIGMD (INDIA) PRIVATE LIMITED

B/202, 140/3 Vanshaj Prestige, Pashan Sus Road, Pung 411021 Maharashira, India Off: 020-66879009 wesite, www.figuid.com/CIN: U72900PN2016FTC165476

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Compensation Progression:

Your compensation revision/progression shall depend upon your annual performance and business performance in the current appraisal cycle (April-March) and such change in the compensation, in no case shall be automatic and/or as a matter of right. You will be eligible for a compensation revision if you have joined on or before 30th September in the appraisal year. In any other case, the review shall take place in the subsequent appraisal cycle.

Your salary review will be subject to the policies of the Company which may be altered and implemented by the Company from time to time.

Leaves and Holidays:

You will be eligible for 24 paid leaves in a given Calendar Year. However, if you join the Company during the Calendar Year, you will be entitled to paid leave on a pro-rate basis i.e. you are entitled to 2 days' leave each month subject to manager's approval.

14 earned leaves for the calendar year may be carried forward to the next calendar year and such leaves may be accumulated only up to a maximum of 45 days.

You will also be eligible for 11 Holidays as per Company's prevailing Rules.

You will be working at FIGmd (India)Pvt Ltd. 6th Floor,Symphony IT Park,Nanded City, Sinhagad Road, Pune-411068. However, 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. Such a transfer shall not entitle you to ask for the benefits than those you are entitled to as on the date of the transfer.

In the event of such transfer, your remuneration and emoluments will not be adversely affected. However, you will be governed by the policies, rules and regulations of service applicable to the new assignment or prevailing in establishments/offices/branches/departments

Working Hours:

- The Company typically observes a five day working week (Monday Friday) with weekly off on Saturday & Sunday
- The work day can accounted for any time between 9.00 hrs to 21:30 hrs
- The Company observes a 9 hours work day which includes 60 minutes break
- Associate are expected to be productive for at least 8 gross hours a day with a monthly reconciliation
- Depending on organizational requirements or project contingencies, working hours for specific Associate, groups of Associate or all Associate may be modified / altered from time to time prior to managers approvals



Changes in Personal Details:

Any change in your residential address, telephone numbers, marital status, and academic qualifications should be notified in writing to the Company. All communication will be addressed to you on the last known address notified by you and it will be presumed that you have received such communication addressed to you.

The age of retirement from the Company's employment shall be on attainment of fifty eight (58) years. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the date 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.

Agreements:

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.

Non Solicitation:

It is agreed that during the period of the employment, there under, and for 36 months following the termination of your employment for any reason whatsoever, you shall not directly or indirectly provide any services to any of the Company's client or to any other company or entity doing similar business without the express, prior written consent from the Company with or without remuneration,

You further agree that you will not solicit or entertain offers from any of the existing or former clients of the Company, whether for yourself or on behalf of any other entity or in any manner attempt to induce any of the clients of the Company withdraw or reduce their business from the Company. You further agree that you will not solicit any Associate or consultants of the Company or induce them into terminating their contractual agreements with the Company.

Background Information and Checks:

This letter of employment has been issued to you on the basis of the information furnished by you about yourself in your resume. 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 herein.

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 and/or to terminate your services immediately without notice and compensation or to take any appropriate action against you.



Separation:
Your services in the company may be terminated by cither party by serving two(2) months your services in the lieu thereof. However the Company shall have the right to terminate your notice or salary in lieu thereof. However the Company shall have the right to terminate your notice of salary in new times the control of services without notice for unsatisfactory performance or any misconduct. Acceptance of salary in lieu of notice shall be purely the discretion of the company and the same shall among other things depend upon the exigencies of work, completion of the assigned

Upon termination & acceptance of the separation notice as part of separation formalities, you shall immediately and not later than last working day from the date of termination or acceptance of the separation as the case may be, before you are relieved, hand over the papers, laptops, data drives, documents, keys, all soft wares, correspondence, specifications, books, data, confidential Information, drawings and any other property of the Company provided/ made available to you and shall not make or retain any copies of these items.

The Company's information security policies, procedures and requirements are in addition to the ones set forth in The Information Technology Act, 2000 by the government of India. Offender shall be prosecuted to the fullest extent of the law.

You are responsible for complying with the level of access control given to you to ensure privacy & Security of company information and communication as per HIPAA Policy. If the business relationship with any associates or vendors demand disclosure of company's confidential information, immediately prior to such disclosure a Non-Disclosure agreement should be signed by both parties.

You agree not to undertake employment, whether with or without remuneration whether full-time or part-time, as the Director / proprietor / Partner / Member / Employee of any other organization/ entity engaged in any form of business activity without the written consent of FIGmd (India) Private Limited. The discretion to grant consent in this regard shall be solely of the company and the consent if given can be withdrawn at any time at the discretion of the Company.

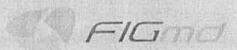
Data Privacy:

FIGmd has adopted the following privacy policy principles.

FIGmd may collect, store, use and disclose information about individual Associate which may constitute personal data under the Indian Government Laws for business purposes.

The personal data may be processed for purposes including:

- Administering relationships services.
- HR Operational purposes Conducting market or customer satisfaction research.
- Providing individuals with information concerning products and services which we believe shall be of interest.
- Compliance with any requirement of law, regulation, associations, voluntary codes we decide to adopt.
- The detection, investigation and prevention of fraud and other crimes or malpractice.



For the purpose of, or in connection with, any legal proceedings (including prospective legal proceedings), for obtaining

Legal advice or for establishing, exercising or defending legal rights.

- The personal data may be disclosed to FIGmd management, auditors, service providers, regulators, governmental or law enforcement agencies or any person, FIGmid reasonably thinks necessary for the processing purposes outlined above. Minimal data will be shared with the authorized entity as per the requirement only.
- The action taken after a violation if encountered is as follows:

All violations shall be reported to Security Committee.

A person shall be issued a warning or shall face stricter action depending upon nature of incidence for the first time of the violation.

Any further violation on the part of the same person should result in strict disciplinary action up to termination of employment.

Code of Conduct:

Associate covered by this policy are expected to fulfill certain duties and expectations that support the vision, mission and values of the Company. They are expected to conduct themselves in a manner deserving of trust. You agree to adhere to the expectations, policies rules and regulation of the organization specified as Standard Code of Conduct in General Terms & Conditions of Employment, Subsequent disciplinary actions are described in

The primary mode of operation for all associates will be work from home. However, if required you will have to come to the office at short notice.

Associate will be assigned Laptop/Dongle as per the project's requirements.

Wifi/Broadband with minimum bandwidth of 20 mbps is mandatory.

Attendance will be calculated based on Work log Hours logged for 8 hours or more will be considered as full day .

Hours logged 4 hour or less will be considered as half day

Based on the business requirements, you may be required to work in shifts as per

Payments Recovery Clause:

Any loan taken for the purpose of training & development from the company or amounts paid in terms of Joining Bonus, Retention Bonus, and Relocation Bonus is treated as an advance payment and nullified at the year end from the date of joining. However, if you have availed above benefits, and resign from the Company within one year from your date of joining, the amount paid by the Company towards advance payment shall be paid by your to the company before relieving.

FIGNO

Jurisdiction:

This appointment letter shall be governed by the laws of India and any dispute that may arise from or as a result of or relating to this letter or your employment with the Company shall be subject to the exclusive jurisdiction of courts in Fune. Maharashtra, India.

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.

By signing this letter you communicate your acceptance of the contents of this letter and confirm that this letter supersedes any and all offers, promises made or accepted between yourself and the Company with regard to terms of your employment and the compensation thereof, whether made orally or in writing. Any changes made to this letter shall be in writing and shall be signed by both parties:

We welcome you to FlGmd (India) Pvt. Ltd. family and look forward to a fruitful collaboration.

Kindly signify your acceptance on the duplicate copy of this letter as a token of acceptance.

Sincerely, For FIGmd (India) Pvt.Ltd.,

For Employee,

Ameya Gokhale

Manager-Human Resources

BHUSHAN ARVIND ZOFE PUNE

Name: Location:

Date:

14/09/2020



Annexure A

0	Particulars	Amount in INR	% As per Sal. Structure	L3
	Monthly Gross Earnings		40.00%	
HR.	Basic	11,000		
	HRA	1,100	50% or 10%	
	Transport Allowance	1,600	As per grade	
1000	Medical Allowance	0	1250	
	Medical Allowance	0	As per grade	
	Telephone Reimbursement Allowance	0	2200	
Ŋ	Food Allowance*	0	As per grade	
	LTA reimbursement	3884	Bal. Fig.	
	Other Allowance			
		17,584		
	Gross-Sub Total 1			
11	Employer Contribution	1950		
	Provident Fund	571		
	ESIC	529		
	Gratuity		No. of lives	1
	Health Insurance SA Rs 2 L * Accidental Insurance Premium SA Rs 10L	200	NO. 01 111 02	
		3,250		
	Sub Total 2			
H		200		
10	Profession taX	1800		
	Provident Fund	132		
	ESIC	2,132		
	Sub Total 3	15,452		
1\	/ Net Pay	20,834		13 3 3 3
V		250,008		
V	Annual CTC			

Note:-The income tax will be deducted as per income tax rules.

FIGMD (INDIA) PRIVATE LIMITED

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^{*}A non taxable component which will be included on request. Employee will be provided with HDFC meal card post joining.

E4TC 2019





PRIVATE & CONFIDENTIAL

Swapnil	Kantilal	Garje
---------	----------	-------

March 08,2021

Dear Swapnil Kantilal Garje

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of Analyst in Grade 12 in Department Technology with our organization commencing from March 15, 2021

Your annual compensation will be INR 650000 /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. Customer first has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbal - Unit 204 office on March 15, 2021 Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void it so used.

We wish you all the best, ?

Thanking you.
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Swapnil Kantilal Garje



Annexure 1

	Annual	Monthly
Dunio	325000	27083
Basic HRA	162500	13542
Special Allowance	104507	8709
Provident Fund	39000	3250
Gratuity	15633	1303
Insurance	3360	280
Total CTC	650000	54167

Thanking you,	
For Inventurus Knowledge Solutions Pvt. Ltd. HR Team	
I accept the above offer on the terms indicated.	*************
Signature Swapnil Kantilal Garje	Date



Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
Ĺ	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
		Either one of the following:
		Latest months Electricity Bill
		Latest months Landline Bill
3	Address Proof	Rental Agreement of address provided
		Ration Card
		Passport Copy
		Aadhar card
		Either one of the following:
		Pan Card
ř.	Photo ID Proof	Passport
		Aadhar card
5	Salary Slips	Last 3 months Salary slips from previous employer
ĺ	Photographs	4 copies
	Name Change (if applicable)	Marriage Certificate or any other relevant document
	Proof of resignation from previous employer	In ease you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time, Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

Hours of Work

- A working day shall comprise of nme hours. L
- You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

Place of Employment

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas, In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

Salary and Benefits

- Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during—the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

Training

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

Termination

Your employment with IKS Health is "at will" and is subject to termination on:

- Grade 7 to 13 Zero to Six months of Joining, one week. During this time, employees are considered to be on probation. Once the employee reaches the status of a Permanent Employee, one-month prior notice by either side is applicable.
- Grade 1 & 6 One month's prior notice by either side starting the date of Joining.

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

- You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct a.
- You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in finaddicturents, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Flealth;
- You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.



In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

Retirement

Your age of retirement from the service will be on completion of sixty years, However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter,

Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and it. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.

b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment_intact.

For the purposes of this Clause: "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

Intellectual Property

- Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cossation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS flealth by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment,

11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination of cessation of your employment for any reason:

- Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health-
- Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS
- Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business



with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health,

- Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS d.
- Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health,
- Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides,
- IKS Health has legitimate business reasons for requiring such restrictive covenants. b.
- You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and Ç.,
- In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to carn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health. d.

Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13: Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to. arising from or relating to your breach of any of your obligations contained in this Terms of Employment,

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by The Talent Acquisition Team*
For Inventurus Knowledge Solutions Private Limited (*This is an electronically generated document and hence not signed)



Candidate ID: 4541671 /778569,

Date of Joining: 05/27/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Reshma Raghunath Naikode,

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

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

Employment Documents:

Current Employment(Immediate Previous)

- 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)
- 2. b) Payslips for last 3 months
 - c) Form 16
 - d) Salary Account 6 months Bank Statement
 - e) Letter of appointment/Offer letter from employer which captures start date

Previous Employment

Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day

Education Documents

- a) 10 Marksheet and certificate.
- b) 12th marksheet and Certificate.
- c) Graduation Marksheets and certificate/Diploma certificate.
- d) Post-Graduation Marksheets and degree certificate(If applicable)
- e) Any other relevant certificate

Proof of Identity/ Address

- a) PAN Card
- b) AADHAR Card
- c) Passport

In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs

- 4. i) Voters Id
 - ii) Driving License
 - iii) Ration card
 - iv) Electricity Bills
 - v) Gas card
 - vi) Notarized Self Affidavit
- 5. Passport size photographs(6 nos)
- 6. | Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)
 - a) Form 16/Form 26AS
 - b) Bank statement for 6 months
 - c) Shop License
- 7. Cancelled Cheque of Saving Bank Account having IFSC Code details Mandatory
- 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

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

Best Regards, Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4541671 /778569,

05/25/2021,

Reshma Raghunath Naikode At – Golapur(Near Vitthal Mandir), Post – Kadus, Tal – Khed, Dist – Pune, Pin Code – 412404.,, Pune ,, India

Confidential

Dear Reshma Raghunath Naikode,

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 05/27/2021 (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

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two 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.

Mumbai

The breakup of your all-inclusive annual target compensation is as follows:

Reshma Raghunath Naikode,

Analyst

Total Cost to Company (CTC).

Rs. 300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements - 1 #	Rs. 0	Rs. 0
Other Allowances and Reimbursements - 2 +	Rs. 0	Rs.0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs. 1,800,00	Rs. 21,600.00
Gratuity (accrual only),		Rs. 8,664.00
Total Fixed Compensation		Rs. 292,200.00
Total Cash Compensation		Rs. 292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs. 0.00
Total Cost to Company		Rs.300,002.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements - 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Relmbursements 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

- The payroll processing will be as per Company policy notified from time to time.
- 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.
- 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.
- 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 will be made from the monthly salary.

 The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements 2' 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.
 - 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:
 - 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.
 - 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.
 - 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.
 - 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 30-Jun-2021, 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.
- Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto. 1.)
- The Company's address for sending notice in relation to your employment is as below: J.)

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



Anilkumar Singh 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: Reshma Raghunath Naikode

Date: 05/25/2021

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.

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:
 - 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;
 - 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
- 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:

- 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 Cappemini'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 you 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.

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 it 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 <u>Severability</u>: 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 <u>Integration</u>: 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

residing at	, do
Raiiv Gaodhi Infolech Park Hinjawadi Phase III, MIDC - SEZ	Technology Services India Limited, having its registered office at No.14, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter ugnant to the context or meaning thereof mean and include its successors,

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:

background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment, payroll processing agencies for processing my payroll (including reimbursement claims),

law enforcement agencies,

to comply with a judicial/quasi judicial order, auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the e) purpose of audit,

insurance companies for the purpose of group insurance, personal accident insurance etc. f)

- service providers providing services for biometric access to office premises for monitoring attendance. 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 inCompany'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:



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area Waluj, Aurangabad 431 136 Maharashtra, India Tel + 91 240 6653; 00 Fax + 91 240 2564540 email: varroc.info@varroc.com www.varroc.com

CIN: U28920MH1988PLC047335

Excepted 20, Ks. Aar Kaushirk



Date: 21 August 2018

To, Diksha Kaushik MIT,Pune

JOB OFFER LETTER

Dear Diksha Kaushik,

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,

Harsimran Sethia

Chief Human Resource Officer

Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area Waluj, Aurangabad 431 136 | Fax + 91 240 2564540 Maharashtra, India

Tel + 91 240 6653700

email: varroc.inro@varroc.com www.varroc.com

CIN: U28920MH1988PLC047335



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	
(C)	Uniform Cost (Monthly)	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

Harsimran Sethia

Chief Human Resource Officer



05-Nov-2018

Dear Aditya Sanjay Golawar, B.Tech/B.E., Electronics and Electrical Engineering Maharashtra Academy of Engineering

Condidate ID - 12458235

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: September

Date: 25/4/2019

Cognizant

Annexure A

Name:

Aditya Sanjay Golowar

Designation:

Programmer Analyst Trainee

SI. No.	Descr	iption Monthly	Yearly
1	Bosic	86 75	104,100
2	HRA @60% of basic*	5205	62,46
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,49
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,34
	Annual Gross Compensation		297,00
	Incentive Indication (per annum)**		20,00
	Annual Total Compensation		317,00
	Company's contribution towards benefits (Medic	ol, Accident and Life Insurance)	16,000
	Gratuity		5,00
	Annual Total Remuneration		338,00

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 dient 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



BEYOURSELF, MAKEADIFFERENCE.

accenture

Strictly Private and Confidential

27-Mar-2019

KALYANI SHANKAR PAWAR

Nageshwar nagar, colony no.3, Near Ganapati mandir, moshi, pune 9689444549

Dear KALYANI,

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 - 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

1

Version 10.0 (Feb 2019)

Reference Id: 70259521-266b-4ef9-b9fc-126ce8ad1707_1

Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental
 assessment based on theore onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 14 days (fourteen 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 14 days (fourteen 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 Companyhttp://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

Mohan Sekhar

Lead, Advanced Technology Centers, India

KALYANI SHANKAR PAWAR.

[Insert full legal name]

3

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
X res	
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

TDS is deducted as applicable from your Income.

(B) 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 pay-out 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 pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, 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.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Version 10.0 (Feb 2019)

Candidate's Signature Waware



• <u>Additional Bonus-</u> Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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.

• If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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:

- #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.
 - One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
 - 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- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Candidate's Signature _______.

TERMS OF EMPLOYMENT

Your employment for Accenture Solutions Private Limited ("Company" or "Accenture") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

1.1 If your career level is 5 to 11

- 1.1.1 You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) calendar days upon notice to you.
- 1.1.2 Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended upto an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.1.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.1.4 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

1.2 If your career level is 12:

- 1.2.1 You shall be on probation for a period of three hundred sixty five (365) days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) days upon notice to you.
- 1.2.2 Unless otherwise communicated to you by Company, the probation period shall expire three hundred sixty five (365) days after your effective start date, unless the probation period is extended upto an additional sixty (60) day period, in which case, the probation period shall expire after a maximum of four hundred twenty five (425) days after your effective start date.
- 1.2.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.3 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

2. Employee screening

2.1 You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any

Accenture Solutions Private Limited Terms of Employment

Employee ID Number: C7871206

7.3 Unless otherwise provided by Company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.

7.4 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on

your effective start or effective termination date.

8. Statutory and Other Benefits

- 8.1 Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to Company's benefits policies. Filling nomination forms and completing related nomination formalities for various statutory and other benefits is a mandatory Company process. You agree to comply with the process and adhere to the timelines as communicated at the time of joining or anytime during your employment with the Company.
- 8.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, portion of any contributions payable by you under the schemes.

9. Leave Policy

9.1 Company's leave policy shall apply to your employment and may be modified by Company at any

time, in its sole discretion, upon notice to you.

10. Termination

- 10.1 Your employment shall terminate immediately:
- 10.1.1 When you reach the age of sixty (60) years;
- 10.1.2 **If career level is 5 to 11:** Upon Company giving you ninety (90) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.3 **If your career level is 12:** Upon Company giving you thirty (30) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.4 Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 10.2 Company may terminate your employment immediately, with or without notice, on the occurrence of:
- 10.2.1 Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- 10.2.2 Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal

Accenture Solutions Private Limited Terms of Employment

- of any amounts owed by you hereunder, including costs and expenses incurred towards your training.
- 11.6 Any termination of employment or these Terms of Employment by Company shall be without any further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.
- 11.7 Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 11, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Confidentiality

- 13.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At anytime during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- 13.2 During the term of your employment and thereafter, you shall:(a) hold the Confidential Information in the strictest confidence; (b) not make known, communicate, share, provide access to, transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose, or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company. except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavours to prevent any other person from doing so;(c) not disclose or divulge, share, provide access to, transfer or otherwise make available the Confidential Information to or for the benefit of any third person or entity, except to partners, employees or other authorized agents of the Company, to the extent you must do so to perform your assigned duties for the Company, without the prior written authorization of the Company and you shall also use your best endeavours to prevent any other person from disclosing or divulging such Confidential Information; (d) give prompt notice to Company of any actual or attempted unauthorised use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment and you shall cease all use of any Confidential Information and Accenture Works (as defined in the next section), and you shall promptly, at Company's option, deliver to the Company or delete all originals and copies of any Confidential Information in any form or medium in your possession or control (including any of the foregoing stored or located in your office, home, laptop, tablet computer, smartphone, storage device or any other device that is not Company property or is not returned to Company) and shall notify and fully cooperate with the Company regarding the delivery or deletion of any other Confidential Information of which you are aware. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential, threatened or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, who may be a competitor of Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. You agree that any threatened or actual breach of this Section by you is likely to cause

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there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Accenture or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Accenture and its affiliates and their employees, contractors or clients with respect to such rights and grant to Accenture

- 14.3 You and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will immediately deliver to Company all Work Product, including any parts or copies thereof completed, Created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, either during or after the termination of employment hereunder maintain records, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). You agree to maintain any records, execute any further documents and take any further actions requested by the Company to assist it in validating, effectuating, maintaining, protecting, enforcing, assigning, perfecting, recording, patenting or registering any Accenture Works or related intellectual property rights. In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts including in relation to any government authorities or agencies, with the same legal force and effect as if executed by you.
- 14.4 "Prior Works" are Work Product that you have created prior to your employment with the Company. You agree that you will not incorporate any portion of any Prior Works into or use any Prior Works in any work you may undertake as part of your employment at the Company. If, notwithstanding the foregoing, you incorporate or use any Prior Works in any work as part of your employment at the Company, you hereby grant to the Company (and its designees) a perpetual, irrevocable, non-exclusive, royalty-free, worldwide, assignable, sublicensable (through multiple layers) license under all intellectual property and other rights (including patents, copyrights, trademarks and trade secrets) in any such Prior Works for all purposes in connection with Company's current and future business. If you own any Prior Works that are relevant or related to your work or employment duties at the Company, you have disclosed a description of such items on Exhibit A.
- 14.5 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. You will not, while employed by the Company, use or disclose any proprietary information, intellectual property, Confidential Information or trade secrets of any former employers or other third parties and you will not store on any Company device or bring onto the premises of the Company any documents (regardless of the media on which those documents are contained) or any property belonging to your former employers or other third parties unless consented to in writing by the relevant employer and/or third party. You shall indemnify, hold harmless and (at Company's request) defend the Company and its partners, officers, directors, employees and other representatives from any breach (or claim that if true would be a breach) of the foregoing covenant. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.
- 14.6 You shall comply with all relevant policies and guidelines of the Company regarding the protection of Confidential Information and intellectual property, including, without limitation, Accenture's Confidentiality Policy (AP 69), Intellectual Property Policy (AP 91) and Open Source Software Policy (AP 314). You acknowledge that Company may amend any such policies and guidelines from time to time, and that you remain at all times bound by their most current version. In the event that there is

Accenture Solutions Private Limited Terms of Employment

(c) not retain or copy any Company Personal Data or Client Personal Data.

15.7 You agree that any breach by you of this clause 15 may not adequately be compensated by an award of damages and any such breach will entitle the Company, in addition to any other remedies available at law or in equity, to seek an injunction to restrain you from committing any breach (or continuing to commit any breach).

16. Non-Compete

16.1 During the term of your employment or these Terms of Employment, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

17. Warranties

17.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

17.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships

have terminated and/or expired prior the effective start date at the Company.

- 17.3 You hereby represent and warrant that you shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with yourself to Accenture, including any such documents or materials from your previous employer. To the extent you feel that your employment at Accenture would require you to bring any third party documents or materials to Accenture you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Accenture. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Accenture to terminate your services with immediate effect.
- 17.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.

17.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder

18. Indemnification

18.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

19. General

19.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Accenture may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Accenture to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of

Accenture Solutions Private Limited Terms of Employment



BE YOURSELF, MAKE A DIFFERENCE.

Strictly Private and Confidential

13-Apr-2019

Varun Kumar Adarsh O/B-32, Sachiwalaya colony, Kankarbagh, Patna 8408052888

Dear Varun,

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 - 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019) 1 Candidate's Signature

Reference ld: 27be5eb3-9a20-4443-9726-d096052cbaf9 1

igned By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 14 days (fourteen 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 14 days (fourteen 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 yourseif (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

Mohan Sekhar

Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

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

	Annual (INR)
(A) Annual Fixed Compensation	314,22
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,93
Joining Bonus (Refer to section C)	25,00
Joining Bonus (Refer to section C)	25,000
D) Additional Benefits	
Gratuity as per law [#]	5,29

(A) 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.

TDS is deducted as applicable from your Income.

Total Cash Compensation + Total Additional Benefits (A+B+C+D)

(B) 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 pay-out 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 pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, 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.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Version 10.0 (Feb 2019)

4 Candidate's Signature Vous.

375,000

Additional Bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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. Piease 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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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:

- 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.
 - 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.
 - 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
- Personal Accident coverage for self, up to three times your gross annual fixed compensation. 2.
- 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:

- $^{\#}$ 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.
 - One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
 - 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 quidelines.

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- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



BEYOURSELF, MAKEADIFFERENCE,

accenture

Strictly Private and Confidential

27-Mar-2019

Asmita Anil Pokharkar AT - Belsarwadi, POST - Nirgudsar, TAL - Ambegaon, DIST - Pune. 7387046687

Dear Asmita,

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 - 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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Version 10.0 (Feb 2019)

Reference Id: 4b5f3f6d-9bc4-4faa-9f09-dc483ed92c7e 1

Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 14 days (fourteen 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 14 days (fourteen 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 Companyhttp://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

Mohan Sekhar

Lead, Advanced Technology Centers, India

ASMITA ANIL POKHARKAR, [Insert full legal name]

3

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
39	
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

TDS is deducted as applicable from your Income.

(B) 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 pay-out 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 pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, 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.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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• Additional Bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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.

• If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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:

- [#]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.
 - One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
 - 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 componsation 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.
- Passport copy, if available (if not please apply immediately). 4.
- 5. Pan Card (Mandatory)
- Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the 6. requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Employee ID Number: C787207

TERMS OF EMPLOYMENT

Your employment for Accenture Solutions Private Limited ("Company" or "Accenture") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

1.1 If your career level is 5 to 11

- 1.1.1 You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) calendar days upon notice to you.
- 1.1.2 Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended upto an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.1.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.1.4 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

1.2 If your career level is 12:

- 1.2.1 You shall be on probation for a period of three hundred sixty five (365) days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) days upon notice to you.
- 1.2.2 Unless otherwise communicated to you by Company, the probation period shall expire three hundred sixty five (365) days after your effective start date, unless the probation period is extended upto an additional sixty (60) day period, in which case, the probation period shall expire after a maximum of four hundred twenty five (425) days after your effective start date.
- 1.2.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.3 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

2. Employee screening

2.1 You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any

Accenture Solutions Private Limited Terms of Employment

Employee Initials: A · A · Porhabcar

Employee ID Number: (7871207

7.3 Unless otherwise provided by Company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.

7.4 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on

your effective start or effective termination date.

8. Statutory and Other Benefits

8.1 Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to Company's benefits policies. Filling nomination forms and completing related nomination formalities for various statutory and other benefits is a mandatory Company process. You agree to comply with the process and adhere to the timelines as communicated at the time of joining or anytime during your employment with the Company.

8.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, portion of any contributions payable by you under the schemes.

9. Leave Policy

9.1 Company's leave policy shall apply to your employment and may be modified by Company at any

time, in its sole discretion, upon notice to you.

10. Termination

- 10.1 Your employment shall terminate immediately:
- 10.1.1 When you reach the age of sixty (60) years;
- 10.1.2 **If career level is 5 to 11:** Upon Company giving you ninety (90) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.3 **If your career level is 12:** Upon Company giving you thirty (30) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.4 Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 10.2 Company may terminate your employment immediately, with or without notice, on the occurrence of:
- 10.2.1 Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- 10.2.2 Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal

Accenture Solutions Private Limited Terms of Employment

Employee Initials: A.A. Pokharker

- of any amounts owed by you hereunder, including costs and expenses incurred towards your training.
- Any termination of employment or these Terms of Employment by Company shall be without any further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.
- 11.7 Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 11, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Confidentiality

- 13.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At anytime during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- 13.2 During the term of your employment and thereafter, you shall:(a) hold the Confidential Information in the strictest confidence; (b) not make known, communicate, share, provide access to transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose, or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company, except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavours to prevent any other person from doing so;(c) not disclose or divulge, share, provide access to, transfer or otherwise make available the Confidential Information to or for the benefit of any third person or entity, except to partners, employees or other authorized agents of the Company, to the extent you must do so to perform your assigned duties for the Company, without the prior written authorization of the Company and you shall also use your best endeavours to prevent any other person from disclosing or divulging such Confidential Information; (d) give prompt notice to Company of any actual or attempted unauthorised use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment and you shall cease all use of any Confidential Information and Accenture Works (as defined in the next section), and you shall promptly, at Company's option, deliver to the Company or delete all originals and copies of any Confidential Information in any form or medium in your possession or control (including any of the foregoing stored or located in your office, home, laptop, tablet computer, smartphone, storage device or any other device that is not Company property or is not returned to Company) and shall notify and fully cooperate with the Company regarding the delivery or deletion of any other Confidential Information of which you are aware. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential, threatened or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, who may be a competitor of Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. You agree that any threatened or actual breach of this Section by you is likely to cause

Accenture Solutions Private Limited Terms of Employment

Employee Initials: A A Pokhastal

there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Accenture or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Accenture and its affiliates and their employees, contractors or clients with respect to such rights and grant to Accenture

- 14.3 You and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will immediately deliver to Company all Work Product, including any parts or copies thereof completed, Created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, either during or after the termination of employment hereunder maintain records, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). You agree to maintain any records, execute any further documents and take any further actions requested by the Company to assist it in validating, effectuating, maintaining, protecting, enforcing, assigning, perfecting, recording, patenting or registering any Accenture Works or related intellectual property rights. In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts including in relation to any government authorities or agencies, with the same legal force and effect as if executed by you.
- 14.4 "Prior Works" are Work Product that you have created prior to your employment with the Company. You agree that you will not incorporate any portion of any Prior Works into or use any Prior Works in any work you may undertake as part of your employment at the Company. If, notwithstanding the foregoing, you incorporate or use any Prior Works in any work as part of your employment at the Company, you hereby grant to the Company (and its designees) a perpetual, irrevocable, non-exclusive, royalty-free, worldwide, assignable, sublicensable (through multiple layers) license under all intellectual property and other rights (including patents, copyrights, trademarks and trade secrets) in any such Prior Works for all purposes in connection with Company's current and future business. If you own any Prior Works that are relevant or related to your work or employment duties at the Company, you have disclosed a description of such items on Exhibit A.
- 14.5 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. You will not, while employed by the Company, use or disclose any proprietary information, intellectual property, Confidential Information or trade secrets of any former employers or other third parties and you will not store on any Company device or bring onto the premises of the Company any documents (regardless of the media on which those documents are contained) or any property belonging to your former employers or other third parties unless consented to in writing by the relevant employer and/or third party. You shall indemnify, hold harmless and (at Company's request) defend the Company and its partners, officers, directors, employees and other representatives from any breach (or claim that if true would be a breach) of the foregoing covenant. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.
- 14.6 You shall comply with all relevant policies and guidelines of the Company regarding the protection of Confidential Information and intellectual property, including, without limitation, Accenture's Confidentiality Policy (AP 69), Intellectual Property Policy (AP 91) and Open Source Software Policy (AP 314). You acknowledge that Company may amend any such policies and guidelines from time to time, and that you remain at all times bound by their most current version. In the event that there is

Accenture Solutions Private Limited Terms of Employment

Employee Initials: A A Poklackar.

Employee ID Number: (7871207

(c) not retain or copy any Company Personal Data or Client Personal Data.

15.7 You agree that any breach by you of this clause 15 may not adequately be compensated by an award of damages and any such breach will entitle the Company, in addition to any other remedies available at law or in equity, to seek an injunction to restrain you from committing any breach (or continuing to commit any breach).

16. Non-Compete

16.1 During the term of your employment or these Terms of Employment, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

17. Warranties

17.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

17.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships

have terminated and/or expired prior the effective start date at the Company.

- 17.3 You hereby represent and warrant that you shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with yourself to Accenture, including any such documents or materials from your previous employer. To the extent you feel that your employment at Accenture would require you to bring any third party documents or materials to Accenture you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Accenture. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Accenture to terminate your services with immediate effect.
- 17.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.

17.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder

18. Indemnification

18.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

19. General

19.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Accenture may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Accenture to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of

Accenture Solutions Private Limited Terms of Employment

Employee Initials: A · A · Pokhaskaz .

BEYOURSELF, MAKEADIFFERENCE.

accenture

Strictly Private and Confidential



03-May-2019

Nikita Sukhbahadur Singh Qno -1c/63 W.C.L UMRER, colony Dist: Nagpur, 441204 9175528178

Dear Nikita,

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 - 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental
 assessment based on theore onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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 14 days (fourteen 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 14 days (fourteen 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 Companyhttp://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

Mohan Sekhar

Lead, Advanced Technology Centers, India

[Insert full legal name]



ANNEXURE - I

COMPENSATION & BENEFITS

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

	Annual (INR)
(A) Annual Fixed Compensation	314,22
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,70
Maximum Annual Total earning potential (A+B)	340,93
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,00
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

TDS is deducted as applicable from your Income.

(B) 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 pay-out 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 pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, 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.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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Additional Bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 · year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

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.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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:

- 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,
 - 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.
 - 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
- Personal Accident coverage for self, up to three times your gross annual fixed compensation.
- 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)
- Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the 6. requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



Employee ID Number: C7957525

TERMS OF EMPLOYMENT

Your employment for Accenture Solutions Private Limited ("Company" or "Accenture") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

1.1 If your career level is 5 to 11

- 1.1.1 You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) calendar days upon notice to you.
- 1.1.2 Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended upto an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.1.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.1.4 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

1.2 If your career level is 12:

- 1.2.1 You shall be on probation for a period of three hundred sixty five (365) days from the effective start date of your employment with Company. Company may, in its sole discretion, at anytime extend this period of probation for an additional period upto sixty (60) days upon notice to you.
- 1.2.2 Unless otherwise communicated to you by Company, the probation period shall expire three hundred sixty five (365) days after your effective start date, unless the probation period is extended upto an additional sixty (60) day period, in which case, the probation period shall expire after a maximum of four hundred twenty five (425) days after your effective start date.
- 1.2.3 Notwithstanding anything contained herein, during your probation period, Company may terminate your employment upon thirty (30) calendar days notice to you or by paying your monthly gross salary in lieu of giving such notice, with or without cause, and with or without stating any reasons whatsoever.
- 1.3 If you desire to terminate your employment during the probation period, you shall provide Company thirty (30) calendar days prior written notice with reasons for such termination.

2. Employee screening

2.1 You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any

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Employee Initials: MSS

Accenture Technology, India

information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Company and/or its agents in conducting such verification and/or background and/or reference checks, Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Duties

3.1 The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at anytime, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients.

4. Hours of Work

4.1 A working day shall comprise nine (9) hours, irrespective of shifts, and a break for an hour.

4.2 You maybe required to work on a shift basis. Shifts maybe scheduled across twenty-four (24) hours a day, seven (7) days a week and three hundred and sixty-five (365) days a year, subject to applicable laws. Company may, at any time and in its sole discretion, change the shift timings upon notice to you.

4.3 Company may at any time, in its sole discretion, require you to work beyond nine (9) hours a day upon notice to

you.

4.4 Out of business requirement, you may be required to work out of our client's office/site within India. During such a deployment you will be required to align your daily working hours and/or regular work week as per the client's working norms.

5. Place of Employment

- 5.1 You acknowledge and agree that you may be assigned, transferred or deputed to offices, departments or units of Company and/or its affiliates and/or their contractors and clients, whether in India or abroad. In the event of any such assignment, transfer or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation or transfer.
- 5.2 In the event of any assignment, transfer or deputation of your services, your salary and other benefits may be adjusted in accordance with Company's policies with respect to such an assignment, transfer or deputation.

6. Travel and Expenses

6.1 You may be required to travel, whether in or around India or overseas, in connection with your employment with Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of Company. You are expected to keep your passport valid at all times.

7. Salary and Benefits

7.1 Your compensation will be reviewed on an annual basis and your salary maybe adjusted, depending upon various factors, including your performance during the preceding performance period.

7.2 Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees for successive years and such compensation may be higher or lower than the compensation received for the previous year depending on various factors, including the overall performance of the Company.

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- 7.3 Unless otherwise provided by Company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.
- 7.4 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on

your effective start or effective termination date.

8. Statutory and Other Benefits

- 8.1 Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to Company's benefits policies. Filling nomination forms and completing related nomination formalities for various statutory and other benefits is a mandatory Company process. You agree to comply with the process and adhere to the timelines as communicated at the time of joining or anytime during your employment with the Company.
- 8.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, portion of any contributions payable by you under the schemes.

9. Leave Policy

9.1 Company's leave policy shall apply to your employment and may be modified by Company at any

time, in its sole discretion, upon notice to you.

10. Termination

- 10.1 Your employment shall terminate immediately:
- 10.1.1 When you reach the age of sixty (60) years;
- 10.1.2 If career level is 5 to 11: Upon Company giving you ninety (90) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.3 **If your career level is 12:** Upon Company giving you thirty (30) calendar days notice of termination for any reason, with or without cause; Company may, in its sole discretion, terminate your employment immediately by paying your monthly gross salary in lieu of giving you such notice; and/or
- 10.1.4 Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 10.2 Company may terminate your employment immediately, with or without notice, on the occurrence of:
- 10.2.1 Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- 10.2.2 Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal

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proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

- 10.2.3 Involvement in any act of moral turpitude.
- 10.3 If your career level is 5 to 11: You may at any time terminate your employment by giving the Company ninety (90) calendar days prior written notice. Upon you providing such notice, approval of any request for early release and/or any kind of waiver will be granted at the sole discretion of the Company and will be subject to terms and conditions of the Company, including and not limiting to the recovery in lieu of notice period not served.
- 10.4 If your career level is 12: You may at any time terminate your employment by giving the Company thirty (30) calendar days prior written notice. Upon you providing such notice, approval of any request for early release and/or any kind of waiver will be granted at the sole discretion of

the Company and will be subject to terms and conditions of the Company, including and not limiting to the recovery in lieu of notice period not served.

11. Consequences of termination

- Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:
- 11.1.1 Any property belonging to the Company, that is in your possession, custody or control, including but not limited to laptop computer, software, mobile phone, identity card, access card and other devices with details of any passwords or user ids installed therein; and
- 11.1.2 All Confidential Information and any Work Product, including any documents and information, and any other documents or any written or machine readable material relating to the business and affairs of the Company or third parties that you have obtained access to by virtue of your employment with the Company, of whatever description or in whatever form, tangible or intangible, in your possession, custody or control together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents or work product.
- 11.2 After termination or expiration of your employment, you shall not make any representations to any third person, entity or corporation for or on behalf of the Company, including use of the name of the Company or the logo of the Company. You shall also inform all concerned parties, as well as update all your professional references or social media accounts, including but not limited to your LinkedIn and Facebook profile, to reflect that you are no longer associated with the Company in any capacity whatsoever
- During your employment, and thereafter, you shall not make any adverse written or oral statement or take any action, directly or indirectly, which you know or reasonably should know to be disparaging or negative concerning the Company publicly (including on any form of social media) or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements be made which you know or reasonably should know to be disparaging or negative concerning the Company, or from urging or influencing any person to make any such statement.
- Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement

Accenture Solutions Private Limited Terms of Employment

Employee Initials: 🖊 SS

- of any amounts owed by you hereunder, including costs and expenses incurred towards your training.
- Any termination of employment or these Terms of Employment by Company shall be without any further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.
- 11.7 Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 11, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Confidentiality

- 13.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At anytime during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- 13.2 During the term of your employment and thereafter, you shall:(a) hold the Confidential Information in the strictest confidence; (b) not make known, communicate, share, provide access to transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose, or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company, except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavours to prevent any other person from doing so;(c) not disclose or divulge, share, provide access to, transfer or otherwise make available the Confidential Information to or for the benefit of any third person or entity, except to partners, employees or other authorized agents of the Company, to the extent you must do so to perform your assigned duties for the Company, without the prior written authorization of the Company and you shall also use your best endeavours to prevent any other person from disclosing or divulging such Confidential Information; (d) give prompt notice to Company of any actual or attempted unauthorised use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment and you shall cease all use of any Confidential Information and Accenture Works (as defined in the next section), and you shall promptly, at Company's option, deliver to the Company or delete all originals and copies of any Confidential Information in any form or medium in your possession or control (including any of the foregoing stored or located in your office, home, laptop, tablet computer, smartphone, storage device or any other device that is not Company property or is not returned to Company) and shall notify and fully cooperate with the Company regarding the delivery or deletion of any other Confidential Information of which you are aware. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential, threatened or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to any person, who may be a competitor of Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. You agree that any threatened or actual breach of this Section by you is likely to cause

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Employee ID Number: C7957525

the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages, and if the Company chooses to enforce its right to obtain an injunction from a court restraining such a breach or threatened breach, or specific performance of the provisions of this Section, you hereby waive the adequacy of a remedy at law as a defence to such relief Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.

13.3 "Confidential Information" means any proprietary confidential or information. product(whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates' and their employees', contractors' and/or clients' behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or knowhow, in any media of Company, its affiliates and their employees, contractors and/or clients, and any other information concerning the business of the Company, its affiliates, or any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers which you possess, make or discover during your employment with the Company, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, computer programs and documentation, contractor, customer or client lists, software, developments, inventions, processes, formulas, technology, drawings, engineering plans, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14. Intellectual Property

- 14. 1. You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or Created (defined below) as a result of the development of and/or the application of any tangible or intangible work product or materials and/or have been Created (defined belwo) with the use of any equipment, supplies, facilities or other resources, trade secrets or other proprietary or Confidential Information of Accenture ("Accenture Works") produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, software, databases, systems, applications, presentations, training materials, reports, results of research or development, textual works, content, artwork, graphics or audiovisual materials, any invention, design, discovery, improvement, computer program, documentation, or other material ("Work Product") which you conceive, discover, reduce to practice, design, develop, contribute to, improve, invent or create ("Create") during or in consequence of employment hereunder shall belong and shall be owned exclusively by the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.
- All Work Product shall constitute a work(s) made for hire under all copyright acts and you shall promptly and fully disclose all Work Products Created by you that are relevant to or implicated by your work at the Company together with any information reasonably requested by the Company to determine whether the Work Product is Accenture Works. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign, transfer and convey all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights and other intellectual property rights and all rights, if any, under other laws) in such Work Product to Company and its affiliates. You shall have the burden of proving that any Work Product Created by you that are relevant to or implicated by your work at the Company are not Accenture Works. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds

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Employee ID Number: <u>(79575</u>25

there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Accenture or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Accenture and its affiliates and their employees, contractors or clients with respect to such rights and grant to Accenture

- 14.3 You and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will immediately deliver to Company all Work Product, including any parts or copies thereof completed, Created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, either during or after the termination of employment hereunder maintain records, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). You agree to maintain any records, execute any further documents and take any further actions requested by the Company to assist it in validating effectuating, maintaining, protecting, enforcing, assigning, perfecting, recording patenting or registering any Accenture Works or related intellectual property rights. In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts including in relation to any government authorities or agencies, with the same legal force and effect as if executed by you.
- 14.4 "Prior Works" are Work Product that you have created prior to your employment with the Company. You agree that you will not incorporate any portion of any Prior Works into or use any Prior Works in any work you may undertake as part of your employment at the Company. If, notwithstanding the foregoing, you incorporate or use any Prior Works in any work as part of your employment at the Company, you hereby grant to the Company (and its designees) a perpetual, irrevocable, non-exclusive, royalty-free, worldwide, assignable, sublicensable (through multiple layers) license under all intellectual property and other rights (including patents, copyrights, trademarks and trade secrets) in any such Prior Works for all purposes in connection with Company's current and future business. If you own any Prior Works that are relevant or related to your work or employment duties at the Company, you have disclosed a description of such items on Exhibit A.
- 14.5 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. You will not, while employed by the Company, use or disclose any proprietary information, intellectual property, Confidential Information or trade secrets of any former employers or other third parties and you will not store on any Company device or bring onto the premises of the Company any documents (regardless of the media on which those documents are contained) or any property belonging to your former employers or other third parties unless consented to in writing by the relevant employer and/or third party. You shall indemnify, hold harmless and (at Company's request) defend the Company and its partners, officers, directors, employees and other representatives from any breach (or claim that if true would be a breach) of the foregoing covenant. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these Terms of Employment or otherwise.
- 14.6 You shall comply with all relevant policies and guidelines of the Company regarding the protection of Confidential Information and intellectual property, including, without limitation, Accenture's Confidentiality Policy (AP 69), Intellectual Property Policy (AP 91) and Open Source Software Policy (AP 314). You acknowledge that Company may amend any such policies and guidelines from time to time, and that you remain at all times bound by their most current version. In the event that there is

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any conflict between the terms of any such policies and guidelines and the terms of this Terms of Employment, the latter will prevail.

15. Data Privacy Policy

- 15.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you, or from other sources, and some limited personal data maybe recorded directly or indirectly by internal security systems or by other means.
- 15.2 You acknowledge that you received, read and agree to Accenture's Data Privacy Statement. The Accenture's Data Privacy Statement explains how the Company will process your personal data in the course of, or in connection with, your employment with the Company.
- 15.3 You acknowledge that you will comply with the Company's Global Data Privacy Policy (AP 90) (the "Data Privacy Policy"), Confidentiality Policy (AP 69), and Data Management Policy (AP 1431) available on the Company's policies website on the Portal, and that you will comply with the obligations set out therein, which may be amended from time to time. If there is any inconsistency between the terms of a policy and the terms of this Agreement, the latter will prevail.

15.4 In this clause 15:

- (a) "Personal Data" means information relating to an identified or identifiable individual ("data subject"): an identifiable person is one who can be identified, directly or indirectly. This includes amongst others information which an Accenture entity holds in electronically processable form (for example, on a computer) or in a structured manual (paper) filing system,
- (b) Personal Data includes both the "Company Personal Data" (any personal data controlled by the Company, any affiliate or alliance entity, that is held and processed by the Company for its own business purposes) and "Client Personal Data" (any personal data controlled by a client, that is held and processed by the Company during the provision of services to a client).
- 15.5 In addition, you agree to comply with the Data Privacy Policy and all legal requirements in your treatment of any Personal Data held or otherwise processed by the Company or any affiliate or any alliance entity to which you have access in the course of, or in connection with your employment. In particular, you will not use, copy, disclose or retain Company Personal Data or Client Personal Data except in the proper and lawful performance of your duties and pursuant to the provisions of the Company's Data Privacy and Data Management policies (AP 90 and 1431) on the Company's policies website on the Portal and in accordance with all applicable legal requirements. You further agree to comply with the Client Data Protection Standards on the Client Data Protection Portal when applicable.
- 15.6 On termination of your Employment, or at any time at the Company's request, you will
 - hand over any information, files or deliverables containing Company Personal Data and Client Personal Data in a manner described by the Company;
 - (b) remove any Personal Data or any private communications or information relating to you and your spouse/partner and dependents from the items to be returned under this clause 15.6, and

Accenture Solutions Private Limited Terms of Employment

Employee Initials: __________

Employee ID Number: <u>C7957525</u>

- (c) not retain or copy any Company Personal Data or Client Personal Data.
- 15.7 You agree that any breach by you of this clause 15 may not adequately be compensated by an award of damages and any such breach will entitle the Company, in addition to any other remedies available at law or in equity, to seek an injunction to restrain you from committing any breach (or continuing to commit any breach).

16. Non-Compete

16.1 During the term of your employment or these Terms of Employment, you will not, directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

17. Warranties

17.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

17.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships

have terminated and/or expired prior the effective start date at the Company.

- 17.3 You hereby represent and warrant that you shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with yourself to Accenture, including any such documents or materials from your previous employer. To the extent you feel that your employment at Accenture would require you to bring any third party documents or materials to Accenture you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Accenture. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Accenture to terminate your services with immediate effect.
- 17.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.

17.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder

18. Indemnification

18.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

19. General

19.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Accenture may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Accenture to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of

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Employee Initials: N55

Employee ID Number: 67957525

the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

I have read, understood and agree to the terms and conditions as set forth in these Terms of Employment. My acceptance is as of the day and year written below.

Name: Nikita S.B. Smgh

Employee ID: <u>C7957525</u>

Date: 7.519

Office Location:

Exhibit A

List of Prior Works

Accenture Solutions Private Limited Terms of Employment

Version 9.0 (March 2018)





Vikas Singh <vssingh@admin.maepune.ac.in>

campus results @ Go speedy Go

1 message

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

Fri, Jan 4, 2019 at 4:14 PM

Attached Results of selection of GO speedy Go



MIT Pune Drive.xlsx 12K

			Toal	Mail ID	Number
SL#	Name	Branch	Band	parthpatil1312@gmail.com	9145148305
1	Swapnil Patil	Mech	DM	arjunsunil.gopinath@gmail.com	8087038119
2	Arjun Gopinath	Mech	DM	rishavsingh9812@gmail.com	8149221494
3	Rishav Kumar Singh	Mech	DM	gautam.geetanjali27@gmail.com	9527966590
4	Geetanjali Nana	Electronix	DM	shubhamingletan30@gmail.com	7218143202
5	Shubham Ingle	Electronix	DM	ankitapatil1105@gmail.com	8983345448
6	Ankita Madhukar Patil	Mech	DM	mayurlohar1998@gmail.com	9890717749
7	Mayur Lohar	Mech	DM	palraj275@gmail.com	9689449557
8	Pal Raj Dharamsingh	Mech	DM	psn830@gmail.com	9011454623
9	Pratik Suresh Nagare	Mech	DM	mrdeshmukh262@gmail.com	7219655679
10	Manthan Deshmukh	ETC	DM	mrdesnmukn202@gmail.com megha5dhumane@gmail.com	9527643284
11	Megha Vikasrao Dhumane	ETC	TM	mrpaulzagade@gmail.com	9623462825
12	Mayur Mahadeo Paulzagade	Electronix	TM	chaitanyadeshmukh7@gmail.com	9158501995
13	Chaitanya Deshmukh	ETC	TM	chaitanyadesnmukii/@gmail.com	950322232
14	Yogesh Ghongade	Electronix	TM	yogeshghongade37@gmail.com	7769877548
15	Mahesh Vishwanath Bitode	Mech	TM	maheshbitode1996@gmail.com	980138364
16	Saurabh Kumar Choudhury	ETC	TM	skc24021998@gmail.com	909671790
17	Krushna Vijay Nikam	MBA	MT	krushnanikan23@gmail.com	772105797
18	Aishwarya Bhosale	MBA	MT	arbhosale9696@gmail.com	800708076
19	Maheshwari Tegampure	MBA	MT	maheshwari.tegampure@gmail.com	898378289
20	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
21	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	000000



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Selected Mr. Kunal Chavan for a Trainee position for Rucha Group

2 messages

Sandeep Patil <sandeep.patil@mitaoe.ac.in>

Thu, Jul 18, 2019 at 10:19 AM

To: Recruitment Rucha Group <recruitment@ruchagroup.com>

Cc: Prasad Paithankar <pppaithankar@ruchagroup.com>, Ravikumar Mangalarup <ravi@ruchagroup.com>, Murtuza

Dholkawala <msdholkawala@mech.mitaoe.ac.in>

Bcc: jdpatkar@mitaoe.ac.in

Thanks for the update and your feedback Amol.

Prof Murtuza please share the same with Kunal.

On Thu, Jul 18, 2019, 9:46 AM Amol Mogal recruitment@ruchagroup.com wrote:

Dear Sir,

All those three students performed very well in Aptitude & Personal interview but currently we shortlisted Mr. Kunal Chavan for a Trainee position & we put on hold other two candidates for some period. In future we can think about them on as per availability of opening.

So Mr. Kunal need to join on Monday 22nd July 2019.

Thanks & Regards,



For rewarding career opportunities at Rucha; Kindly visit http://ruchagroup.com or www.yantrallp.com

On Wed, Jul 17, 2019 at 4:25 PM Sandeep M Patil <sandeep.patil@mitaoe.ac.in> wrote:

Hi Amol.

Please share your feedback for the Interview done on 15th July 2019

Regards

Sandeep

From: Amol Mogal <recruitment@ruchagroup.com>

Sent: 05 July 2019 16:30
To: sandeep.patil@mitaoe.ac.in

Cc: Prasad Paithankar <pppaithankar@ruchagroup.com>; Ravikumar Mangalarap <ravi@ruchagroup.com>

Subject: Re: Rucha Group Collaboration with MIT Academy of Engineering

1 of 7

: Face to face Interview

: Depend on Department(Engineering

: Trainee Engineer

Dear Sir,

Please find below details as requested by you

1. Schedule of Recruitment Process

2. Minimum Eligibility Criteria : BE Mechanical with good academic

3. Venue, date and time for the Recruitment Drive : Rucha Engineers Pvt. Ltd. K-249, Waluj MIDC Aurangabad

4. Designation

5. Job Role (Profile)
Development, Quality , Production) JD Attached

Development, Quality, Production) JD Attached

6. Job Location : Aurangabad

7. CTC/Remuneration : 10 K to 12 K Stipend/ Per Month

Note: After completion of 1 year(Training Period), we can consider a candidate as on probation based on his performance with 15 to 17 K CTC / month

Regards,



For rewarding career opportunities at Rucha; Kindly visit http://ruchagroup.com or www.yantrallp.com

On Thu, Jul 4, 2019 at 4:04 PM Ravikumar Mangalarap <ravi@ruchagroup.com> wrote:

Dear Amol

PI coordinate.

Regards!



On Thu, Jul 4, 2019 at 3:58 PM Sandeep M Patil <sandeep.patil@mitaoe.ac.in> wrote:

Thanks for your quick revert Ravikumar sir.

2 of 7

Kindly share below details :	
1. Schedule of Recruitment Process	:
2. Minimum Eligibility Criteria	:
3. Venue, date and time for the Recruitment Drive :	
4. Job Details :	: Designation
	i. Job Role(Profile):
	ii. Job Location :
5. CTC/Remuneration :	ii. Job Location :
5. CTC/Remuneration : Once we get above details we will share the same with our students or	:
	: n our portal.
Once we get above details we will share the same with our students or	: n our portal.
Once we get above details we will share the same with our students or Interested students will register and then we share the list/resume of in	: n our portal.
Once we get above details we will share the same with our students or Interested students will register and then we share the list/resume of in Thanking you once again for showing interest.	: n our portal.
Once we get above details we will share the same with our students or Interested students will register and then we share the list/resume of in Thanking you once again for showing interest.	: n our portal.

MIT Academy of Engineering, Alandi(D)

Cell: 8983087773

Phone: 020-30253500

Email: sandeep.patil@mitaoe.ac.in

3 of 7 12-05-2022, 11:13

Website: www.mitaoe.ac.in
From: Ravikumar Mangalarap <ravi@ruchagroup.com> Sent: 04 July 2019 15:44 To: sandeep.patil@mitaoe.ac.in Cc: Shrikant Sohoni <sgsohoni@ruchagroup.com>; Recruitment Rucha Group <recruitment@ruchagroup.com>; Prasad Paithankar <pppaithankar@ruchagroup.com></pppaithankar@ruchagroup.com></recruitment@ruchagroup.com></sgsohoni@ruchagroup.com></ravi@ruchagroup.com>
Subject: Re: Collaboration with MIT Academy of Engineering
Dear Sandeep Sir
Pl share the detailed lists of students for further processing.
Regards!
On Thu, Jul 4, 2019 at 10:04 AM Shrikant Sohoni <sgsohoni@ruchagroup.com> wrote:</sgsohoni@ruchagroup.com>
Dear Ravi Sir,
You can take this forward appropriately.
Dear Sandeep Sir,
Ravi Sir is our Corporate head of HCM and you may remain in touch with him. His cell number is 9860300110
Thanks and regards
S G Sohoni.
Forwarded message From: Sandeep M Patil <sandeep.patil@mitaoe.ac.in></sandeep.patil@mitaoe.ac.in>

4 of 7

Date: Wed, Jul 3, 2019 at 5:21 PM

Subject: Collaboration with MIT Academy of Engineering

To: <sgsohoni@ruchagroup.com>

Hello Mr. Shrikant Sohoni Sales Head / VP-Projects,

Greetings for the day!!!

I am heading MIT AOE (Corporate Engagements) and seeking industry collaborations like signing for MoU, Lab set up, corporate mentorship, Internship & placement for our engineering students.

We have progressive and productive students who are ready for full time employment based on your terms and conditions with immediate effect. Relocation will not be an Issue for our students.

Streams

- 1. Information Tech /Computers
- 2. Electronics & Telecommunication
- 3. Mechanical
- 4. Civil
- 5. Chemical

MITAOE at Glance

MIT Academy of Engineering Alandi is AICTE approved an Autonomous Institute affiliated to SPPU, Pune. MITAOE was established in 1999 under MAEER MIT Group of Institutions. The institute offers seven UG programs (BTECH) and three PG programs (MTECH). In 2016-17, UGC has honored the institute with 'Academic Autonomy' considering the quality of pedagogical practices, research, faculty and the state-of-the-art infrastructure that meets global standards. It is well known and leading financially self-aided institute in Maharashtra. MITAOE is only the third institute in Pune which has been bestowed with 'Academic Autonomy' by the University Grants Commission (UGC).

The Savitribai Phule Pune University (SPPU) has honoured the institute with the 'Best Engineering College (Professional Courses)' award. The institute has made its mark by excelling in academics and research and it continues to grow as a 'Centre of Excellence' in engineering education and research. The NBA Accreditation to all branches, 'A' Grade by NAAC and the 2(F) & 12(B) status from the UGC, are the testimony to our pursuit of excellence. Learning-centered approach, personal attention to all the students and effective implementation of their valuable suggestions received through the continual feedback mechanism and 'Student Teacher Interaction pedagogy', make the teaching & learning process more effective. The institute endeavors to impart holistic education to its students in order to contribute to their all-round development.

--

Warmly Regards

Sandeep M Patil

Practice Head - Corporate Engagements

MIT Academy of Engineering, Alandi(D)

Cell: 8983087773

Phone: 020-30253500

Email: sandeep.patil@mitaoe.ac.in

5 of 7 12-05-2022, 11:13

Website: www.mitaoe.ac.in

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Vikas Singh <vssingh@admin.maepune.ac.in>
To: Jayant Patkar jdpatkar@mitaoe.ac.in>

Thu, May 12, 2022 at 11:07 AM

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

From: Sandeep Patil <sandeep.patil@mitaoe.ac.in>

Date: Mon, Aug 26, 2019 at 9:34 AM

6 of 7

Subject: Fwd: Selected Mr. Kunal Chavan for a Trainee position for Rucha Group

To: Vikas Singh <vssingh@admin.maepune.ac.in>
Co: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

Hello Vikas,

As discussed, please add below student from 2019 as placed [Quoted text hidden]

-

With Regards

[Quoted text hidden]

7 of 7





Vikas Singh <vssingh@admin.maepune.ac.in>

campus results @ Go speedy Go

1 message

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

Fri, Jan 4, 2019 at 4:14 PM

Attached Results of selection of GO speedy Go

MIT Pune Drive.xlsx 12K

			Band	Mail ID	Number
SL#	Name	Branch		parthpatil1312@gmail.com	9145148305
1	Swapnil Patil	Mech	DM	arjunsunil.gopinath@gmail.com	8087038119
2	Arjun Gopinath	Mech	DM	rishavsingh9812@gmail.com	8149221494
3	Rishav Kumar Singh	Mech	DM	gautam.geetanjali27@gmail.com	9527966590
4	Geetanjali Nana	Electronix	DM	shubhamingletan30@gmail.com	7218143202
5	Shubham Ingle	Electronix	DM	ankitapatil1105@gmail.com	8983345448
6	Ankita Madhukar Patil	Mech	DM	mayurlohar1998@gmail.com	9890717749
	Mayur Lohar	Mech	DM	palraj275@gmail.com	9689449557
8	Pal Raj Dharamsingh	Mech	DM	psn830@gmail.com	9011454623
9	Pratik Suresh Nagare	Mech	DM	mrdeshmukh262@gmail.com	7219655679
10	Manthan Deshmukh	ETC	DM	mrdeshmuknzoz@gmail.com	9527643284
11	Megha Vikasrao Dhumane	ETC	TM	megha5dhumane@gmail.com	9623462825
12	Mayur Mahadeo Paulzagade	Electronix	TM	mrpaulzagade@gmail.com	9158501995
13	Chaitanya Deshmukh	ETC	TM	chaitanyadeshmukh7@gmail.com	9503222327
14	Yogesh Ghongade	Electronix	TM	yogeshghongade37@gmail.com	7769877548
15	Mahesh Vishwanath Bitode	Mech	TM	maheshbitode1996@gmail.com	9801383641
16	Saurabh Kumar Choudhury	ETC	TM	skc24021998@gmail.com	9096717907
17	Krushna Vijay Nikam	MBA	MT	krushnanikan23@gmail.com	7721057979
18	Aishwarya Bhosale	MBA	MT	arbhosale9696@gmail.com	800708076
	Maheshwari Tegampure	MBA	MT	maheshwari.tegampure@gmail.com	8983782893
19	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
20	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	000000310



MIT Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

campus results @ Go speedy Go

1 message

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

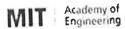
Fri, Jan 4, 2019 at 4:14 PM

Attached Results of selection of GO speedy Go



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5	Shubham Ingle	Electronix	DM	ankitapatil1105@gmail.com	8983345448
6	Ankita Madhukar Patil	Mech	DM	mayurlohar1998@gmail.com	9890717749
7	Mayur Lohar	Mech	DM	palraj275@gmail.com	9689449557
8	Pal Raj Dharamsingh	Mech	DM		9011454623
9	Pratik Suresh Nagare	Mech	DM	psn830@gmail.com	7219655679
10	Manthan Deshmukh	ETC	DM	mrdeshmukh262@gmail.com	9527643284
11	Megha Vikasrao Dhumane	ETC	TM	megha5dhumane@gmail.com	9623462825
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15	Mahesh Vishwanath Bitode	Mech	TM	maheshbitode1996@gmail.com	9801383643
16	Saurabh Kumar Choudhury	ETC	TM	skc24021998@gmail.com	909671790
17	Krushna Vijay Nikam	MBA	MT	krushnanikan23@gmail.com	772105797
_	Aishwarya Bhosale	MBA	MT	arbhosale9696@gmail.com	800708076
18	Maheshwari Tegampure	MBA	MT	maheshwari.tegampure@gmail.com	898378289
19	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
20	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	860086310





Vikas Singh <vssingh@admin.maepune.ac.in>

campus results @ Go speedy Go

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19	Maheshwari Tegampure	MBA	MT	maheshwari.tegampure@gmail.com	898378289
	Milind Malbari	MBA	MT	malbarimili@gmail.com	860086510
20	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	860086310

Mr Adity Golawor





HCL Technologies Pvt Ltd - List of documents & details are required. (Pool campus recruitment drive at MIT, Pune | 7th Jan 2019) (ERS - PLM and Hardware)

1 message

Charles Diwakar A <charles_d@hcl.com>

Thu, 28 Mar, 2019 at 12:30 PM
To: Charles Diwakar A <charles_d@hcl.com>, Vinodhini S <vinodhini.s@hcl.com>, Campus Hiring <campushiring@hcl.com>
Co: Vinodhini S <vinodhini.s@hcl.com>, Charles Diwakar A <charles_d@hcl.com>, Campus Hiring <campushiring@hcl.com>

Dear Candidate,

Greetings of the day !!!

This is Charles Diwakara from the campus hiring team of HCL Technologies.

Congratulations you are one of our final selected candidates of 2019 Campus hiring process.

Way forward of your joining process, a list of documents are required to be submitted.

Following docs are Required:

1. Updated resume

2. Passport or 10th Marksheet scan copy

3. Enclosed form on Personal & Education Details from and HCL acknowledgment document, please fill the same & share it

4. Scanned Latest Passport size photograph

Note: Share your requested documents to campushiring@hcl.com

Please feel free to contact by (charles_d@hcl.com / campushiring@hcl.com), if you require any further information. Thank you.

Cheers,

Charles Diwakara

HR - Campus Hiring Team

"Let your light shine".

Joining

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2 attachments

- ☐ Candidates personal Education details form.docx
- HCL acknowledgement document.docx 25 KB







Ref No: HTL/Apr19/Delivery-PES/93221

April 12, 2019

Mr. Aditya Mali Flat no. 605, Bldg no. 3, Neel Sankul, Sector - 11, Kalamboli, Navi Mumbai - 410218

Dear Aditya,

We refer to your candidature and to our discussions. We are pleased to offer you an appointment in our organization. Welcome onboard as a Hitechian!

Your designation will be Graduate Engineer Trainee. Your base location will be Pune unless notified otherwise.

On joining, you are required to sign an undertaking of 2 years' service at Hinduja Tech

The details of the Compensation package offered to you are given in Annexure -A.

Your employment will be governed by terms and conditions (Annexure – B) and you will have to sign a Non-Compete, Non-Solicit & Non-Disclosure Agreement (Annexure-C).

The documentation necessary at the time of your joining is listed in Annexure -D.

We look forward to having you on-board on or before "July 01, 2019"

Please convey your acceptance of this offer within 7 days of receiving this offer. This offer will stand automatically withdrawn if we do not hear from you within those 7 days or your failure to report for joining on "July 01, 2019" as the case may be.

We welcome you to Hinduja Tech Limited and looking forward to a long and mutually beneficial association.

PS: By your acceptance of this letter, you acknowledge and abide by the terms including the commitments that have been discussed and agreed with you (either written or orally) during the selection process.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR



Annexure - A

Name : Aditya Mali	Title : Graduate Engineer Trainee
	Band : A
	Sub-band : AP1

Compensation Structure

Part - I

(All figures in Indian Rupees)

A. Fixed Compensation	Per Month	Per Annum	Remarks
Basic salary	9,610	1,15,323	30% of (A)
HRA	4,805	57,661	50% of Basic
Flexi Benefit Plan	15,819	1,89,825	
PF Employer Contribution *	1,800	21,600	12% of Basic
ESI (If Applicable)			
Total (A)	32,034	3,84,410	
B. Total Variable Compensation			
Variable Compensation/bonus (B)	3,844	46,129	12% of Fixed
C. Other Benefits			
Gratuity**		5,544	
Medical Insurance***		13,917	
Total '(C)		19,461	
CTC (A+B+C) (Fixed Pay + Variable Pay + Other Benefits)		4,50,000	

*Flexible Benefit Plan will cover following heads:

- a. Conveyance Allowance
- b. Leave Travel Allowance
- c. Sodexo Coupons
- d. Special Allowance

^{**}PF is deducted at 12% of basic or INR 1800, whichever is higher.

^{***}Variable pay will be applicable as per company variable policy.

[#] Gratuity as per the provisions of Payment of Gratuity Act.

^{##} Group Medical Insurance & Group Life Insurance as per company policy.



Part- II

Variable Compensation Details

Variable Pay will be as per the compensation structure mentioned in the Annexure A. It aims at assessing and reviewing performance against stated goals and objectives. It will be paid as per guidelines and as per the company's published variable pay policy.

As per Company Policy, full time employees are eligible for this payment from the date of joining. The payment will be effective, subject to a minimum of one month's service in a quarter.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR

I agree & accept the above terms

(Aditya Mali)



Annexure -B

The following terms are essential conditions of the Contract of Employment and binding upon the employee.

Assignments / Transfers / Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

You shall provide details regarding the utilization of your time by entering the same into the prescribed data recorders or Time Sheets (TS) on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to our TS.

Termination of Employment

Post confirmation of your appointment either party can terminate this employment by serving a notice of 90 days on the other. However, if approved by the Company, an employee may surrender leave to his / her credit or pay salary (Basic) in lieu of Notice period. Similarly, the Company may pay salary (Basic) in lieu of Notice period, if required.

In case of employees who are governed by service agreements for serving a minimum stipulated period, the employee can exercise option under the above clause only on their completion of the stipulated service period agreed to and provided therein.

Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case, your employment shall automatically come to an end without any notice of termination.

You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation and concealment of the facts.

Authenticity of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job



independently anywhere in India or Overseas. In case, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorizations

Only those authorized by a specific power or attorney, may sign legal documents representing the Company,

Unauthorized Software

You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your Computer Systems.

Security

You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data security, and assets.

Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (a) your commitment to complete the project (b) your returning to India after completion of the project and serving the Company for a stipulated period).

Intellectual Property Rights

All intellectual property right Techs, including but not limited to, Patents, Copy right, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute / sign such documents for the purpose of assigning such intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.



Jurisdiction

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

Retirement

You shall automatically retire from the services of the Company at the age of 58 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Antecedent verification

This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

General

The above terms and conditions are based on Company Policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all service matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time. The employer will not be liable for any of the incidents occurring due to employee's personal acts.

This is to certify that I have gone through and understood all the terms and conditions as stated in Annexure B and other applicable Annexures which are integral part of this Offer Letter and I hereby accept and agree to abide by the same.

Name in full: Aditya Mali

Signature: Adimbi

Address: Flat no. 605, Bldg no. 3, Neel Sankul, Sector - 11, Kalamboli, Navi Mumbai - 410218

Date: 6th June 2019



Annexure C

Non-Compete, Non-Solicit & Non-Disclosure Agreement

And

Mr. Aditya Mali S/O/Đ/Đ Mr. Mahadev Mati, aged about 50 years and residing at Flat no. 605, Bldg no. 3, Neel Sankul, Sector - 11, Kalamboli, Navi Mumbai - 410218. (hereinafter referred to as the Employee)

The Employer and Employee collectively referred to as the Parties.

NOW THE AGREEMENT WITNESSETH AND THE PARTIES HERETO ADHERE AS FOLLOWS:

1. Equitable Release

- a. The Employee acknowledges that the restrictions contained in this Agreement are reasonable and necessary to protect the legitimate interests of Hinduja Tech Limited (Hinduja Tech), that Hinduja Tech would not have entered into this employment relationship in the absence of such restrictions, and that any violation of any provision of this Agreement will result in irreparable injury to Hinduja Tech.
- b. The Employee agrees that Hinduja Tech shall be entitled to preliminary and permanent injunctive relief, without the necessity of proving actual damages, as well as an equitable accounting of all earnings, profits and other benefits arising from any violation of this Agreement, which rights shall be in addition to any other right or remedies to which Hinduja Tech may be entitled. In the event that any of the provisions of this Agreement should be adjudicated to exceed the time, geographic, product or other limitations permitted by applicable law in any jurisdiction, then such provisions shall be deemed reformed in such jurisdiction to the maximum time, geographic, product or other limitations permitted by applicable law.
- c. Conflicting Employment: The employee agrees that during the time of his employment with the Employer, he/she will not accept nor will he/she engage in employment, consulting or other business activities directly relating to the business of the Employer.
- d. During the term of the Employee's employment with Hinduja Tech, and for a period of one (1) year thereafter, the Employee agrees that he will not:
 - i. Directly or indirectly, own, engage, participate, or be employed in any capacity related or similar to, or requiring knowledge of Confidential Information obtained from, Employee's employment with Hinduja Tech;
 - ii. Solicit HINDUJA TECH LTD's customers or divert to any Competing Business any individual or entity which is a customer of Hinduja Tech or was a customer at any time during the preceding 12 months; or
 - iii. Employee will not induce, recruit or solicit any of the Employer's current or employees who have resigned in past 12 months or enter into another employment agreement with a competitor to the Employer.
 - iv. Work directly or indirectly either as an employee or as a consultant or through any vendor or in any other way for hire or reward with customer of HINDUJA TECH LTD without an explicit approval from HINDUJA TECH LTD conveyed by means of a "No Objection" letter addressed to HINDUJA TECH LTD's customer.



- The term "Competing Business" as used in this Agreement shall mean any business or enterprise which develops, designs or engaged in engineering design services (including any other related software services),markets or sells products or services which are competitive with or similar to products developed, manufactured, marketed or sold by Hinduja Tech, or provides services which are competitive with or similar to services provided by Hinduja Tech, in any geographic market in which Hinduja Tech actually develops, manufactures, markets or sells competitive or similar products or services, including, in each case, any product or service Hinduja Tech has under development and which is the subject of active planning at any time during the term of the Employee's employment.
- Provisions of this section shall not prevent the Employee from acquiring or holding publicly-traded stock or other publicly-traded securities of a business.
- For purposes of this Agreement engaging in any business substantially similar to, or in competition with the business of Employer shall mean (i) engaging in a business as an owner, partner or agent (ii) taking employment with a third party engaged in such business either as an employee, contractor or consultant or (iii) soliciting customers for the benefit of third party engaged in such business.

2. Records of Inventions.

The Employee will keep complete and current records of all Inventions which he makes during the time period during which he is employed with Hinduja Tech, and promptly disclose all such Inventions, in writing, to Hinduja Tech. The Employee will submit any such disclosures to the extent Hinduja Tech may request.

3. Inventions

- All inventions, discoveries, improvements, innovations, and trade secrets (hereinafter collectively referred to as "Inventions"), which are or have been made, conceived, developed or reduced to practice by the Employee, individually or jointly with others, during the period of the Employee's employment with Hinduja Tech, and within one (1) year thereafter, and which relate to, result from, or arise in any way out of any work done for Hinduja Tech, or any information or assistance provided in any way by Hinduja Tech, are and shall forthwith become the sole and exclusive property of Hinduja Tech, whether or not patented or patentable.
- The Employee hereby agrees and assigns any and all rights or interest he may have or acquire in the Inventions as well as rights or benefits resulting therefrom to Hinduja Tech without further compensation. The Employee further agrees to sign, execute, make or do any and all such deeds or other things which Hinduja Tech shall require:
 - (i). To apply for, obtain or vest in the name of Hinduja Tech (unless Hinduja Tech shall direct otherwise) letters, patents, copyrights or other analogous protection, and
 - (ii). To defend any opposition proceedings in respect to such protection.

4. Pre-employment Inventions.

The Employee will completely identify (without disclosing any trade secret or other confidential information) every Invention made before his employment with Hinduja Tech, in which he has an ownership interest and which is not the subject matter of an issued patent or a printed publication at the time of this Agreement.

5. Disclosure of Inventions after Termination.

The Employee will promptly and completely disclose in writing to Hinduja Tech Legal Department all Inventions which he may make during his employment with Hinduja Tech, and for a period of one (1) year immediately following the end of his employment by Hinduja Tech, which relate to his prior work assignment at Hinduja Tech or to any Confidential Information of Hinduja Tech, for the purpose of determining Hinduja Tech right in each such Invention. The Employee will not file any patent application relating to any such Invention during this period without the prior written consent of Hinduja Tech Legal Department. The



Employee acknowledges that, if he is unable to prove that he made the Invention entirely after leaving Hinduja Tech employment, the Invention is presumed to have been made during the period of time during which he was employed with Hinduja Tech. The Employee acknowledges that the conditions of this paragraph are no greater than is necessary for protecting Hinduja Tech interests in its Confidential Information to which it is rightfully entitled.

6. Confidential Information from Previous Employment.

The Employee certifies that he has not, and will not disclose or use during his employment with Hinduja Tech, any Confidential Information which he has acquired as a result of any previous employment or any contractual obligation of confidentiality before his employment by Hinduja Tech.

7. Prior Restrictive Obligations.

The Employee will completely identify all prior obligations (written and/or oral) such as confidentiality agreements or covenants restricting future employment, which the Employee may have entered into and which may restrict his ability to perform the duties of his employment with Hinduia Tech. The employee hereby confirms that he will abide by such restrictive obligations of any such agreement or covenants for such period as agreed with the previous employer.

8. Notice to Future Employers.

For a period of one (1) year immediately following the end of Employee's employment with Hinduja Tech, the Employee will inform each new employer, prior to accepting employment, of the existence of this Agreement and provide the employer with a copy of this Agreement.

9. Conflicts of Interest.

The Employee certifies that, during the term of his employment with Hinduia Tech, he will not engage in outside employment or other activities which could give rise to a conflict or interest diminish the effectiveness of his performance or reflect adversely on Hinduja Tech. This specifically includes, without limitation:

- (i). Outside employment including self-employment, which may interfere with the performance of his duties as a Hinduja Tech employee.
- (ii). Other employment or activities in the course of which the Employee would use, or might be tempted or induced to use, Hinduja Tech property or information in other than Hinduja Tech own interest.
- (iii). Simultaneous alternate employment in a line of business that is in conflict or competition, in whole or in part, with Hinduja Tech line of business.
- (iv). Engaging in any outside activity which is a violation of the Hinduja Tech Business Conduct Policy, and might reflect adversely upon Hinduja Tech.
- (v). Requests from customers or potential customers for services outside the usual scope of the Employee's employment; for example, the appraisal of used equipment. Such requests will be honored only upon written approval, in advance, by Hinduja Tech.
- (vi). Accepting any remuneration or accepting entertainment or gifts of more than nominal value from a supplier, customer or competitor.

10. Third Party Beneficiaries and Assignment of Rights.

The Employee agrees that the obligations recited herein will automatically extend to Hinduja Tech successors and assigns. The obligations also extend to any subsidiary, affiliate or parent of Hinduja Tech whose confidential and/or proprietary information the Employee may have or may have had access to during his employment with Hinduja Tech.



11. Not a Contract of Employment.

The Employee understands that this Agreement does not constitute or create a contract or commitment for the employment of the Employee with Hinduja Tech for any fixed term. The Employee acknowledges that his employment with Hinduja Tech may be terminated by either Hinduja Tech or by the Employee at any time for any reason or no reason and with or without cause, except as may otherwise be required by law.

12. Confidential Information.

Employee acknowledges that, by reason of Employee's employment by Hinduja Tech, the Employee will have access to confidential information of Hinduja Tech, including, without limitation, information and knowledge pertaining to products, inventions, discoveries, improvements, innovations, engineering designs, software, ideas, trade secrets, proprietary information, manufacturing, plant and process design, packaging, advertising, distribution and sales methods and plans, sales and profit figures, and customer and client lists between Hinduja Tech and dealers, distributors, sales representatives, wholesalers, customers, clients, suppliers and others who have business dealings with them (hereinafter collectively referred to as "Confidential Information"). The Employee acknowledges that such Confidential Information is a valuable and unique asset of Hinduja Tech and covenants that, both during and after his employment with Hinduja Tech, he will not disclose any Confidential Information to any person (except as the Employee's duties may require) without the prior written authorization of Hinduja Tech. The obligation of confidentiality imposed by this Agreement shall not apply to information that becomes generally known to the public through no act of the Employee in breach of this Agreement.

The Employee acknowledges that all documents, files and other materials received from Hinduja Tech or any employee of Hinduja Tech during the term of his employment (with the exception of documents relating to the Employee's compensation or benefits to which the Employee is entitled) are for use of the Employee solely in discharging his duties and responsibilities hereunder and that the Employee has no claim or right to the continued use or possession of such documents, files or other materials following termination of the Employee's employment with Hinduja Tech. The Employee agrees that, upon termination of employment, he will not retain any such documents, files or other materials and will promptly return to Hinduja Tech any documents, files or other materials in his possession or custody.

13. Binding Effect

The covenants and conditions contained in the Agreement shall apply to and bind the Parties and the heirs, legal representatives, successors and permitted assigns of the Parties.

14. Miscellaneous

If a court of competent jurisdiction determines that any portion of this Agreement is illegal, invalid or unenforceable, then that portion shall not affect the legality, validity or enforceability of the remainder of the Agreement and the remainder of the Agreement shall continue in full force and effect.

This Agreement binds the Employee's heirs, executors, administrators, legal representatives and assigns and inures to the benefit of Hinduja Tech and its successors and assigns.



15. Waiver

The failure of either party to enforce any provisions of this Agreement shall not be deemed a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provisions of this Agreement.

16. Severability

In any part and parts of this Agreement shall be held unenforceable for any reason, the remainder of this Agreement shall continue in full force and effect. If any provision of this Agreement is deemed invalid or unenforceable y any court of competent jurisdiction and if limiting such provision would make the provision valid, then such provision shall be deemed to be construed as so limited.

17. Entire Agreement

This Agreement constitutes the entire agreement between the Parties and supersedes any prior understanding or representation of any kind preceding the date of this Agreement. There are no other promises, conditions, understandings or other agreements, whether oral or written relating to the subject matter of this Agreement. This Agreement may be modified in writing and must be signed by both Employee and Employer. All changes in policy will be communicated by the company from time to time which needs to be abided by the employee.

18. Governing Law

This Agreement shall be governed by and construed / enforced in accordance with the laws of India and the Parties subject themselves only to the jurisdiction of courts in Chennai, Tamil Nadu, and India.

I HEREBY REPRESENT AND WARRANT that I am of full age and have every right to contract in my own name in the above regard. I stale further that I have read the terms of the foregoing Agreement, I have been given an opportunity to ask questions concerning its content, and have been given the opportunity to discuss its content with my counsel prior to its execution.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed the day and year first above written.

For Hinduja Tech Limited.,

Peter Stephenson

Asst. Vice President - HR

Employee

Witness: (1)

(2)



Annexure - D

At the time of joining, you are requested to bring the following documents in original, along with one copy each.

- Certificates supporting your educational qualifications along with mark sheets:
 - Std X Certificate and mark sheet
 - o Std XII Certificate and mark sheet
 - o Degree Certificate and Semester-wise / Year-wise mark sheets
 - o Master's Degree Certificate and Semester-wise / Year-wise mark sheets
 - o Diploma /PG Diploma Certificate and Transcripts
 - Any other Certificates with supporting documents, if any
- Your latest salary slip / Salary Certificate
- Your relieving letter / Service Certificate from the last three employers
- Acknowledged copy of our offer of appointment
- Cancelled cheque leaf of your Bank account
- Form 16 or Taxable Income Statement duly certified by the previous employer (statement showing deductions and Taxable Income with break-up)
- 4 passport sized colour photographs with white background
- Valid pages of the Passport
- Valid government ID proof for your current / permanent address.
- Adhar Card
- PAN Card You must carry and provide your PAN card copy. Please note that it is mandatory to provide PAN Card (as submitted by the Income Tax Department) for processing of your Payroll. No payment on account of Salary will be made without this.

Please bring all the Certificates supporting your educational qualifications along with mark sheets in original for verification only.





Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection at Sai Point Finance Corporation Limited!

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in Mon, Apr 22, 2019 at 6:13 PM

We wish to offer the following students with opportunity to work with SPFC, namely,

- 1. Ms. Snehali Gorde
- 2. Ms. Dhanashri Wankhede
- 3. Mr. Amol More

The said students should meet me on 24.4.19 @ 10.30 am



Dear Ms Sameeksha Nimje

With reference to your campus interview with us, we are pleased to offer you the full time position of Management Trainee (Sales) at Gazeto Technosmart Pvt. Ltd. After having considered your educational background and ability to learn we propose the following offer:

Your Annual Total Employment Cost to the Company will be Rs. 144,000/-

You are required to join us on 3rd of June, 2019, failing which this offer stands cancelled unless otherwise discussed and approved.

You are requested to bring with you the following documents at the time of joining your duties:

- 1. Four passport size photographs.
- 2. Copies of certificate of educational/professional qualifications.
- 3. Certificates in support of Date of Birth, Residential proof (Aadhar & Pan-card mandatory).

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 24th of May, 2019.

We wish you good luck for your exams and look forward to have you on our team.

For Gazeto Technosmart Pvt Ltd

Vaibhay Doyal

I hereby accept this offer as a Management Trainee (Sales) on the terms and conditions stipulated in this letter and confirm to join Gazeto Technosmart Pvt Ltd from (/ /

(Signature)

Date <u>27/4/19</u>

Gazeto Technosmart Pvt. Ltd.

3rd Floor, Omkar Heights, Vishal Nagar, Pimple Nilakh, Pune - 411 027

(223)

LETTER OF INTENT

Dear Manan

Dated: 01 05 2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Associate Software Engineer with** Birlasoft (India) Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.
- You would also undergo a training program at college/organization followed by an Evaluation process which is subject to your performance.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining 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 have fulfilled, the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft (India) Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President-Talent Acquisition

For Birlasoft (India) Limited

Signature: -> Marent

D.O. B. -> 27/11/1997

From: PRERNA

Sent: Tuesday, June 11, 2019 2:46 PM

To: Tanya Sindhi; Pranav

Cc: Knowledge Confluence; info tkc

Subject: Accommodation Request during Training

Dear Tanya,

Below mentioned candidates are scheduled to join on 17th June 2019, Monday. Kindly confirm if the company shall provide them accommodation during their initial training at Noida as was informed earlier.

4629 80 85	A .		
Namà	Contact No.	DOI	Joining Location
	7006311766	17th June	Chandigarh
		17th June	Chandigarh,
1000	8699118189	17th June	Chandigarh
No. of the second secon		17th June	Lucknow
		17th June	Rajasthan
		17th June	Maharashtra
	8421250921	17th June	Maharashtra
	9762159998	17th June	Bihar
1705.25 A	7066086562	17th June	Uttar Pradesh
The state of the s	9527674765	17th June	Maharashtra
- Was	8605120523	17th June	Maharashtra
	9639669876	17th June	Uttar Pradesh
	7209273236	17th June	West Bengal
	7978453093	17th June	Bihar
	8530066626	17th June	Rajasthan
	9623940987	17th June	Maharashtra
			e Maharashtra
	Name Aaqib Javid Abrar Hussain Gatoo Bhumika Bhardwaj Yasoob Abbas Ms. Jayati Sachinrao Deshmukh Akshit Shashi Bhushan Sharma Shubham Vikas Palaskar Abhishek Mishra Mohit Kumar Sameeksha Pradeep Nimjee Shahrukh Pathan Aman Gaur Reeya Mukherjee Supriya Anand Rahul Sharma Alfiya Akil Sheikh Chanchal Prakash Mashalkar	Aaqib Javid 7006311766 Abrar Hussain Gatoo 8491080875 Bhumika Bhardwaj 8699118189 Yasoob Abbas 7905554591 Ms. Jayati Sachinrao Deshmukh 9595368264 Akshit Shashi Bhushan Sharma 7709585415 Shubham Vikas Palaskar 8421250921 Abhishek Mishra 9762159998 Mohit Kumar 7066086562 Sameeksha Pradeep Nimjee 9527674765 Shahrukh Pathan 8605120523 Aman Gaur 9639669876 Reeya Mukherjee 7209273236 Supriya Anand 7978453093 Rahul Sharma 8530066626 Alfiya Akil Sheikh 9623940987	Aaqib Javid 7006311766 17th June Abrar Hussain Gatoo 8699118189 17th June Yasoob Abbas 7905554591 17th June Ms. Jayati Sachinrao Deshmukh 9595368264 17th June Akshit Shashi Bhushan Sharma 7709585415 17th June Shubham Vikas Palaskar 8421250921 17th June Abhishek Mishra 9762159998 17th June Mohit Kumar 7066086562 17th June Shahrukh Pathan 8605120523 17th June Shahrukh Pathan 9639669876 17th June Shahrukh Pathan 9639669876 17th June Shahrukh Pathan 9639669876 17th June Supriya Anand 7978453093 17th June Alfiya Akil Sheikh 9623940987 17th June

Thanks and Regards,

Prerna

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Sr. No.		7006311766		Chandigarh
1	Aaqib Javid			Chandigarh
2	Abrar Hussain Gatoo	8491080875		
3	Bhumika Bhardwaj	8699118189		Chandigarh '
4	Yasoob Abbas	7905554591	17th June	
5	Ms.Jayati Sachinrao Deshmukh	9595368264		Rajasthan
6	Akshit Shashi Bhushan Sharma	7709585415	17th June	Maharashtra
7	Shubham Vikas Palaskar	8421250921	17th June	Maharashtra
8	Abhishek Mishra	9762159998	17th June	Bihar
9	Mohit Kumar	7066086562		Uttar Pradesh
10	Sameeksha Pradeep Nimjee	9527674765		Maharashtra
11	Shahrukh Pathan	8605120523		Maharashtra
12	Aman Gaur	9639669876	17th June	Uttar Pradesh
13	Reeya Mukherjee	7209273236	17th June	West Bengal
14	Supriya Anand	7978453093	17th June	Bihar
15	Rahul Sharma	8530066626		Rajasthan
16	Alfiya Akil Sheikh	9623940987		Maharashtra
17	Chanchal Prakash Mashalkar	8007500961	17th June	Maharashtra

Thanks and Regards,

Prerna

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11	Shahrukh Pathan	8605120523	17th June	Maharashtra
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16	Alfiya Akil Sheikh	9623940987	17th June	Maharashtra
17	Chanchal Prakash Mashalkar	8007500961	17th June	Maharashtra

Thanks and Regards,

Prerna

Contact

www.linkedin.com/in/sunil-mehta-aa433898 (LinkedIn)

Top Skills

C (Programming Language) C++

Certifications

Advance trend in Multisim

SUNIL MEHTA

Student at mit aoe

Pune

Education

mit aoe

B.E(Electronics) · (2013 - 2019)



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: campus selections

1 message

Vikas Singh <vssingh@admin.maepune.ac.in>
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Thu, May 12, 2022 at 10:57 AM

------ Forwarded message ------From: **R Mathew** <dir.tnp@mitaoe.ac.in>
Date: Fri, Dec 6, 2019 at 10:44 AM

Subject: campus selections

To: Vikas Singh <vssingh@admin.maepune.ac.in>

Inova Automation Pvt. Ltd., has selected the following two students of MITAOE 2019 batch BE Electronics Engineering.

- 1. Amol Gajanan Malpari
- 2. Saurabh Devramjee Raghorte

Forwarding herewith the mail received from the company in this regard.

Regards,

Anil Kumar Pacha Training & Placement

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

From: <lakshmi.narayanan@inova-automation.com>

Date: Thu, Dec 5, 2019 at 11:17 AM

Subject: RE: MIT, Pune: List of students interested for Inova Automation Pvt., Limited (2019 batch)

To: Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Mr.Hemant,

Thank you so much!

Two Students of your college got placed in our organization.

They joined us today.

- 1. Amol Mapari
- 2. Saurabh Raghorte

1 of 2

Best Regards,

Lakshmi N

Deputy Manager HR & Admin

2 of 2



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: campus selections

1 message

Vikas Singh <vssingh@admin.maepune.ac.in>
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

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- 2. Saurabh Raghorte

1 of 2 12-05-2022, 11:09

Best Regards,

Lakshmi N

Deputy Manager HR & Admin

2 of 2

KEYENCE INDIA PVT 1 TO

SKCL TRITON SQUARE, 1ST FLOOR, UNIT NO: C3 TO C7, THIRU-VI-KA INDUSTRIAL ESTATE, GUINDY, CHENNAI – 600 032, TAMIL NADU, INDIA

Phone: +91(44) 4963 0900, Fax: +91(44) 4963-0901 CIN: U33130TN2011FTC081813 E-mail: info@keyence.co.in Website: www.keyence.co.in

OFFER LETTER

To

Mr. Yachwart Rao Nimballcas.

Dear Candidate,

Thank you for meeting us to pursue an employment opportunity with our organization.

Based on your Bio-data and the interview you had in connection with your employment in our Company, we are pleased to make you an offer of appointment as **Sales Application Engineer / Sales Specialist** in the Sales Department on the remuneration as offered and agreed by. The Management reserves the right to bifurcate or merge the allowances in future. Please refer below proposed annual salary structure.

Salary and Other Allowance Annual

INR 4, 40,000/- (Fixed)

Bonus and Incentive Annual

INR 30,000/- (Based on performance)

Total Annual Salary

INR 4, 70,000/- (Including variable)

Note: If candidate relocated to other location, then eligible to get relocation bonus, accommodation benefits, home trip allowance, spoken language support fee, home appliances movement support fee and other allowance approximately INR 1,15,000/-

While this offer of appointment is being made for Sales Application Engineer the management reserves the right to utilize your services in any of our group companies, located elsewhere in India or abroad, either in existence or which may come into existence. Your initial place of posting will be at **Chennai**, **Bangalore / Pune / Gurgaon**. However, we will intimate your date joining, reporting address and training schedule.

This appointment offer is subject to:

- 1. Successful completion of your Graduation
- 2. The information provided by you in your Bio-data and interviews being correct and valid.
- 3. Subject to submission of below documents



- 4. This offer letter accepted and not joined as per our above requested date, the candidate must undertake to pay penalty of one month salary to Keyence India Private Limited.
- 5. This offer is valid from the date of your joining which should not be later than our requested date of joining. Your formal appointment letter will be issued at the time of your joining.

 In the meantime, we request your confirmation of acceptance of this offer by retuning us a signed copy of this letter (or) you can send singed scanned copy of confirmation letter to Mr.Dinesh(dinesh.p@keyence.co.in) by e-mail, within one week from your date of interview. If there is no acceptance received within in one week this offer letter is invalid

Please bring the following documents at the time of your joining:

- 1. Original and Photocopies of all your certificates
- 2. Copy of Residential address proof
- 3. Copy of PAN Card
- 4. Copy of Aadhaar Card
- 5. Copy of Driving Licence (if available)

We look forward to your joining our organisation at the earliest.

Yours faithfully

For KEYENCE INDIA PRIVATE LIMITED

Director 谷口英樹

ACCEPTANCE DECLARATION:

I have read and understood the above terms and conditions of my offer letter and accept the same and agree to abide by them.

1

Signature of the Employee:

Name

: Yashwantrao Nimbalkar

Date

: 12/12/2018

Mame: Priyanka Rawindra Dange. Cognizant elg Name: MITAOE, Alondi, Pune. Branch: M. Tech [Eft.c] (VLSE gembedded ffstem)_ 2019

05-Nov-2018

Dear Priyanka Ravindra Dange, M.Tech./M.E., Electronics and Electrical Engineering MIT Academy of Engineering

Candidate ID — 12458304



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

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: Priyanka Ravindra Dange

Designation:

Programmer Analyst Trainee

SI. 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

Rl'ad. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details



UOP India Pvt Ltd

Ground Floor, Unitech Trade Center, C- Block, Near City Center Metro, Sushant Lok 1, Sector 43, Guru

LETTER OF APPOINTMENT

Rishab Pardeshi

Shri Kunj Complex, Flt. No.-6, near Kalewadi Petrol Pump, Pimpri, Pune, Maharashtra, 17, IND

Dear Rishab.

Honeywell's vision is to be one of the world's premier companies, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectations by delivering competitive, quality products and services on time, every time.

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce. Honeywell wants individuals, who bring a diverse perspective to our business challenges, yet share our common behaviors: Have a Passion for Winning, Be a Zealot for Growth, Think Big...Then Make it happen, Act with Urgency, Be Courageous, Go Beyond, Inspire Greatness, Become your Best.

ACTIONS

- Please review the "Offer Details" below and e-Sign by 11/8/2018, indicating whether you accept the offer.
- After you accept the offer, start the Next Steps below.

Further to your recent interview interaction with Honeywell, we are delighted to extend this offer of employment to you. This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you; (ii) successful completion and passing the pre-employment drug tests conducted by Honeywell or any company designated by Honeywell to conduct the same; (iii) the acceptance of the terms and conditions of your assignment as set forth below including the attachments that are incorporated by reference "offer" and (iv) your obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India, if applicable. The term "Company" below shall refer to the hiring entity and the term "Honeywell" to its parent entity and/or Honeywell International Inc, its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

General Conditions

Position: Design Engineer I

PMT/UOP

GURUGRAM, IND - Haryana

Supervisor: You will report to Manager who will be assigned by Honeywell as your supervisor from time to time

Date of Employment Commencement: 8/5/2019

Band: 03

Total Fixed Cash Salary

Your total fixed cash compensation is 500000. Please see attached Salary Break up Sheet.

Merit Eligibility

Employees hired, rehired, or promoted on/after November 1st are generally not eligible for a salary increase in March of the following year.

Employee Incentive Plan (EIP)

As a band 3 employee, you are eligible to participate in Honeywell incentive plan subject to the terms and conditions of the plan. Your annualized incentive opportunity will be 10% of your Total fixed Cash salary subject to proration based on eligibility during the plan year. Your actual incentive may be more or less than your target incentive based on your job performance, business performance, and Honeywell performance. If your first day of eligibility under the Plan is after October 31, then you are not eligible for a Employee Incentive Plan payout in March of the following year. Honeywell retains the right to revise, suspend or terminate the incentive plan and/or the target percentage at any time and in its sole discretion.

Compensation Administration & Delivery

Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance, Honeywell performance as well as market pay trend.

Benefits

Leave Policy: You will be eligible for leaves as specified in Company leave policies.

Group Health Insurance: You will be entitled to Company provided medical insurance based on the Company's current medical insurance scheme

Personal Accident / Term Insurance: You will be entitled to Company provided personal accident insurance and other insurance based on the Company's current insurance scheme.

Provident Fund or Similar Mandatory Schemes: You and the company shall make contributions in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act, 1972.

Maternity Benefits

You shall be entitled to the benefits available under the Maternity Amendment Act 2017. If applicable.

Other Matters

Probation Period: 6 months. Successful completion of probation period is dependent on satisfactory performance as assessed by your Supervisor.

Intellectual Property Agreement

Your offer of employment with Honeywell as described herein is contingent upon your signing and returning a copy of Honeywell's "Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information" (the "IP Agreement") before your start date. This IP Agreement will be part of your Onboarding Portal tasks.

- This employment may be terminated at any time:
 - By giving 30 days advance notice, in writing, during the probation period or payment in lieu thereof to the other party or
 - By giving 60 days advance notice, in writing, after the successful completion of the probation period or payment
 in lieu thereof to the other party; the above mentioned notice period shall be curtailed only with prior approval
 from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.

- The Company reserves its right to insist on you to complete the project on hand and/or to complete the transition process before being relieved from the service. In the event, you leave the service of the Company without serving the Notice Period and completing your transition process, the company is entitled to take appropriate action against you.
- In the event the Company relieves you before the expiry of the Notice Period, you will be entitled to receive the salary for the unexpired period of Notice."

Department and Work Location: You will be employed at UOP India Pvt Ltd located at IND-Gurgaon-One-HON-UTC-2+4F, UTC, 2F 4F, Sushant Lok Phase I, or such other department or place of business of the Company or its subsidiaries and associates in or outside India, as the Company may determine from time to time.

Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.

Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation.

Dress Code: You are expected to dress in business attire, smart casual and/or uniform, based on the existing policy of the company which may be revised from time to time.

Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.

Employee Agreement Relating to Trade Secrets, Proprietary and Confidential: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and all Supplements thereto.

Confidentiality: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and any and all Supplements thereto. All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.

Non Violation: You represent that by accepting the terms of this Agreement that you will not be in violation of the terms of any agreement with your previous employers or third parties.

Code of Business Conduct: Any time during the term of your employment, you are required to comply with all applicable laws, regulations and the Honeywell Code of Business Conduct, as may be amended from time to time. Please read the Honeywell Code of Business Conduct thoroughly as soon as your employment commences and attend all mandatory training as advised from time to time.

Access to Communication System: You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

Governing Law: This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labor courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this Agreement. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.

Retirement Age: You will retire from the services of the company on your completion of the age of sixty years subject to

"Contract Terms and Notice Period" clause mentioned in this letter.

Non-Solicitation: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and all Supplements thereto.

Confidentiality: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and any and all Supplements thereto. All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.

Non Violation: You represent that by accepting the terms of this offer, you will not be in violation of the terms of any agreement with your previous employers or third parties.

Code of Business Conduct: Any time during the term of your employment, you are required to comply with all applicable laws, regulations and the Honeywell Code of Business Conduct, as may be amended from time to time. Please read the Honeywell Code of Business Conduct thoroughly as soon as your employment commences and attend all mandatory training as advised from time to time.

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Governing Law: This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labor courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this offer. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.

Retirement Age: You will retire from the services of the company on your completion of the age of sixty years subject to "Contract Terms and Notice Period" clause mentioned in this letter.

All the terms and conditions of your employment with UOP India Pvt Ltd will be governed by the rules and regulations, policies, procedures and guidelines of UOP India Pvt Ltd, which are subject to change from time to time, at the sole discretion of the company, without giving any notice or assigning any reason thereof.

Please indicate that you have understood and agree with our conditions by signing a copy of the attachment to this letter, and returning it as soon as possible, and in any case no later than 11/8/2018.

Working from Home

Honeywell believes that employees work better, more efficiently and more collaboratively in close proximity to other employees, where ideas can be exchanged readily and decisions can be made more quickly for the benefit of the Company and our customers. All employees should work at their Assigned Location. No regular remote working arrangements are permitted unless approved in accordance with the applicable Honeywell Work from Home Policy or required by law.





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

Company wise Selections				
S. No.	Name of Company	No of selections		
1	Infosys	50		
2	Cognizant	25		
3	Wipro	1		
	Total	76		

Branch-wise selections					
S. No	Branch	No of selections			
1	E & TC	12			
2	Electronics	. 2			
3	Computer	29			
4	I.T.	15			
5	Mechanical	14			
6	Civil	3			
7	Chemical	1			
	Total	76			

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in>

Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]



Shared Day selections_2019 batch.pdf 2507K

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HL/Off/Taloja/DKS/2018-19/358

December 21, 2018

Ms. Dipali Kamlesh Sharma Ward no.5, Shiv Mandir Road, Nanda Fata, Awarpur, District- Chadrapur, Pin- 442917

Dear Dipali,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Taloja Plant located at T-21, MIDC Industrial Area Taloja, District Raigad on the following terms and conditions:

- 1. Your total fixed emoluments will be **Rs. 4,00,000/- (Rupees Four Lacs Only)** per annum (all inclusive).
- 2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
- 3. You will join our services as early as possible but not later than June 24, 2019.
- 4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
- 5. 1. Your engagement on training will be for a period of **one year** from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
- 6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully, for Hikal Limited

Abhishek Karn

Asst. General Manager - Human Resources

Agreed & Accepted
Dipali Kamlesh Sharma

103/2019

Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers. 6th Floor. Sector 11. CBD Belapur. Navi Mumbai - 400 614. India. Tel. +91-22-3097 3100 Fax +91-22-3097 3281 Regd. Office: 717/718. Maker Chambers - V. 7th Floor. Nariman Point. Mumbai - 400 021. India Tel +91-22-6630 1801 / 2283 4587 Fax +91-22-2283 3913 www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

HİKAL

HĨKAL

HL/Off/Taloja/DKS/2018-19/358

Ms. Dipali Kamlesh Sharma

Please furnish the following documents on the day of joining.

- 1. Copies of Testimonials (Photo copy with Original).
- 2. Photo copy of Address Proof (Driving License/ Passport/Election ID card) (any One)
- 3. Photo copy of PAN Card.
- 4. Photo copy of Aadhar Card.
- 5. 3 Photographs (PP Size).



HL/Off/Taloja/MAI/2018-19/357

December 21, 2018

Mr. Mohammad Atif Isar MIT AOE, Dehuphata, Alandi, Pune- 412105, Maharashtra

Dear Mohammad,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Taloja Plant located at T-21, MIDC Industrial Area Taloja, District Raigad on the following terms and conditions:

- Your total fixed emoluments will be Rs. 4,00,000/- (Rupees Four Lacs Only) per annum (all inclusive).
- Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates /
- 3. You will join our services as early as possible but not later than **June 24, 2019**.
- 4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
- Your engagement on training will be for a period of one year from the date you
 you may be taken on probation.
- 6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully, for Hikal Limited

Abhishek Karn

Asst. General Manager - Human Resources

Agreed & Accepted Mohammad Atif Isar Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers. 6th Floor. Sector 11, CBD Belapur. Navi Mumbai - 400 614. India. Tel.: +91-22-3097 3100. Fax: +91-22-3097 3281

Regd. Office: 717/718. Maker Chambers - V. 7th Floor. Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-6630 1801 / 2283 4587 Fax: +91-22-2283 3913

www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

HÎKAL

HĨKAL

HL/Off/Taloja/MAI/2018-19/357 Mr. Mohammad Atif Isar

Please furnish the following documents on the day of joining.

- 1. Copies of Testimonials (Photo copy with Original).
- 2. Photo copy of Address Proof (Driving License/ Passport/Election ID card) (any One)
- 3. Photo copy of PAN Card.
- 4. Photo copy of Aadhar Card.
- 5. 3 Photographs (PP Size).



HL/Off/Panoli/VV/2018-19/355

December 21, 2018

Ms. Varsha Vhanakhande S. No. 7, Wada Cha Mala Dehu Gaon, Pune, Pin- 412109

Dear Varsha,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Panoli Plant located at Plot No.629/630, GIDC Industrial Estate, Panoli-394116, Gujarat on the following terms and conditions:

- 1. Your total fixed emoluments will be **Rs. 4,00,000/- (Rupees Four Lacs Only)** per annum (all inclusive).
- 2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
- 3. You will join our services as early as possible but not later than June 24, 2019.
- 4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
- 5. Your engagement on training will be for a period of **one year** from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
- 6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully, for Hikal Limited

Abhishek Karn

Asst. General Manager - Human Resources

Agreed & Accepted Varsha Vhanakhande

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel.: +91-22-3097 3100. Fax: +91-22-3097 3281 Regd. Office: 717/718, Maker Chambers - V, 7th Floor, Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-6630 1801 / 2283 4587 Fax: +91-22-2283 3913 www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

HĨKAL

HL/Off/Panoli/VV/2018-19/355 Ms. Varsha Vhanakhande

Please furnish the following documents on the day of joining.

- 1. Copies of Testimonials (Photo copy with Original).
- 2. Photo copy of Address Proof (Driving License/ Passport/Election ID card) (any One)
- 3. Photo copy of PAN Card.
- 4. Photo copy of Aadhar Card.
- 5.3 Photographs (PP Size).





HL/Off/Panoli/AK/2018-19/353

December 21, 2018

Mr. Aditya Kale Lane No. 2, Sr No- 49/2, Rajshree Colony, Wadgaonsheri, Pune- 411014

Dear Aditya,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Panoli Plant located at Plot No.629/630, GIDC Industrial Estate, Panoli-394116, Gujarat on the following terms and conditions:

- 1. Your total fixed emoluments will be **Rs**. **4,00,000/- (Rupees Four Lacs Only)** per annum (all inclusive).
- 2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
- 3. You will join our services as early as possible but not later than June 24, 2019.
- 4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
- 5. Your engagement on training will be for a period of **one year** from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
- 6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully, for Hikal Limited

Abhishek Karn

Asst. General Manager - Human Resources

Hikal Ltd.

Agreed & Accepted Aditya Kale Date:

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel.: +91-22-3097 3100, Fax: +91-22-3097 3281 Regd. Office: 717/718, Maker Chambers - V, 7th Floor, Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-6630 1801 / 2283 4587 Fax: +91-22-2283 3913 www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028



HL/Off/Panoli/AK/2018-19/353

Mr. Aditya Kale

Please furnish the following documents on the day of joining.

1. Copies of Testimonials (Photo copy with Original).

2. Photo copy of Address Proof (Driving License/ Passport/Election ID card) (any One)

3. Photo copy of PAN Card.

4. Photo copy of Aadhar Card.

5.3 Photographs (PP Size).



HL/Off/Panoli/SBG/2018-19/354

December 21, 2018

Mr. Shubham Baban Gawade 9, Shree Ganesh Gulab Kripa Society, Kokan Nagar, J.M. Road, Bhandup (West), Pin- 400078

Dear **Shubham**,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Panoli Plant located at Plot No.629/630, GIDC Industrial Estate, Panoli-394116, Gujarat on the following terms and conditions:

- Your total fixed emoluments will be Rs. 4,00,000/- (Rupees Four Lacs Only) per annum (all inclusive).
- 2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
- 3. You will join our services as early as possible but not later than **June 24, 2019.**
- 4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
- 5. Your engagement on training will be for a period of **one year** from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
- 6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully, for Hikal Limited

Abhishek Karn

Asst. General Manager - Human Resources

Agreed & Accepted Shubham Baban Gawade Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel.: +91-22-3097 3100, Fax: +91-22-3097 3: Regd. Office: 717/718, Maker Chambers - V. 7th Floor, Nariman Point, Mumbai - 400 021, India. Tel.: +91-22-6630 1801 / 2283 4587 Fax: +91-22-2283 3: www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028



HL/Off/Panoli/SBG/2018-19/354 Mr. Shubham Baban Gawade

Please furnish the following documents on the day of joining.

- 1. Copies of Testimonials (Photo copy with Original).
- 2. Photo copy of Address Proof (Driving License/ Passport/Election ID card) (any One)
- 3. Photo copy of PAN Card.
- 4. Photo copy of Aadhar Card.
- 5. 3 Photographs (PP Size).





Mr. Hitesh Goyal, MIT, AOE

Dear Hitesh,



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

17th April 2019

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 'LO8T' 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 15th July 2019 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 **30th April 2019** 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

JINDAL Part of O.P. Jindal Group

Accepted Jutush Grayal Jutush Grayal 12/05/2019

Regd. Office: JSW Centre, Bandra Kurla Complex, Bandra(East), Mumbai - 400 051.

Phone : +91 22 4286 1000 Fax : +91 22 4286 3000





Mr. Dayanand Badkar, MIT.AOE

Dear Dayanand,



Dolvi Works: Geetapuram,

Dolvi, Taluka - Pen.

Dist Raigad - 402 107, Maharashtra, India. : L27102MH1994PLC152925

Phone : +91 2143 277501-15

: +91 2143 277533/42

Fax Website: www.jsw.in

17th April 2019

Sub: Letter of offer.

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HRA	Rs. 6070/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 11033/-p.m
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Medical Reimbursement	Rs. 840/-p.m
L.T.A	Rs. 840/-p.m
Provident Fund	Rs. 1210/-p.m
Gratuity	Rs. 484/-p.m
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Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

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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.

Kindly confirm acceptance of the above offer via email on or before 30th April 2019 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

Received & Accepted
[Peakash - D · Badkae]

Regd. Office: JSW Centre, Bandra Kurla Complex, Bandra(East), Mumbai - 400 051.

: +91 22 4286 1000 : +91 22 4286 3000

JinDAL Part of O.P. Jindal Group





Mr. Basavraj Patil, MIT,AOE

Dear Basavraj,



Dolvi Works: Geetapuram, Dolvi, Taluka - Pen,

Dist Raigad - 402 107, Maharashtra, India.

Phono : 191 2143 277501-15 Fax : +91 2143 277533/42

Website : www.jsw.ln

17th April 2019

: L27102MH1994PLC152925

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 'LO8T' 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. 10000/-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 15th July 2019 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
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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.

Kindly confirm acceptance of the above offer via email on or before 30th April 2019 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

Part of O.P. Jindal Group

Accepted.
Bosamoj Patil
9/05/2019.

Regd. Office: JSW Centre, Bandra Kurla Complex, Bandra(East), Mumbai - 400 051.

Phone : +91 22 4286 1000 Fax : +91 22 4286 3000





Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection

1 message

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

Tue, Feb 5, 2019 at 4:32 PM

Reliance Industries Ltd. (Petrochemical division) has selected one student of MITAOE - Sumedh J Wankhede (BE Chemical) from the campus recruitment process conducted at MIT Campus on 4th February 2019.

Remuneration offered by the company is Rs. 5.50 lacs per annum CTC.



Genrich Membranes Pvt. Ltd

100, NCL Innovation Park

Dr Homi Bhabha Road, Pune – 411008, India Phone: +91-9172230503 | Fax: +91-20-2586-587

Email: info@genrichmembranes.com

Letter of Offer

Date: 27-Mar-2019

To,

Mr. Dipesh Avinash Kharote

A-1/90/8, Phase- 2, Sector No-21, Turbhe,

Navi Mumbai- 400705, Maharashtra

Email: dakharote@mitaoe.ac.in

Contact No. +91-9004897571

Subject:

Letter of Offer of Employment - Trainee Engineer.

Dear Mr. Dipesh,

We are delighted to offer you the position of **Trainee Engineer** with **M/s. Genrich Membranes Pvt Ltd**. Our Organization is developing membrane based innovative products at affordable costs and towards commercializing these products.

As a member of **Genrich's** team, we would ask for your commitment to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Genrich**.

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 Trainee Engineer.

Start date 25 May 2019

Stipend Rs. 14000 per Month

Training Period 6 Months

Hours of work 8:55 am – 5:30 pm, Friday to Wednesday

Weekly off Thursday

Reporting relationship Dr. Rajendra Kharul

Following the initial training period, a progression and performance review will be conducted on a half yearly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise. After Successful training period, you will be put on Probation for six months.

This arrangement may be terminated by either party upon notice in writing to either party with notice period of one month.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Kindly convey your acceptance of this offer within 2 days of receipt of this letter either by email or post

Yours Sincerely,

For Genrich Membranes Pvt. Ltd.

Dr. Rajendra K Kharul Director

ANNEXURE A

Roles and Responsibilities

- Assist in various Production activities like Spinning, Solution Making etc.
- Follow SOPs for various processes that would evolve at time to time.
- Processing, shaping the membranes into end-products and testing these.
- Ensure availability of materials required for the project. Maintaining the inventory Records.
- Maintaining the data-logs for each process.

Polising

- Travelling across India as and when needed for installations/demonstrations/testing of the product(s)
- Responsible for pacing project and meeting milestone targets.
- Assistance in new project development and new products.
- Other work assigned on time to time basis

ANNEXURE B

Fixed Salary

Particulars		
	Monthly	Annually
Basic	5600	67200
HRA	2240	26880
Other Allowance	6160	73920
Gross Total :-	14000	168000
Less :Profession Tax	200	2500
Total :-	13800	165500



OFFER LETTER

Mr. Yash Sunil Nannaware
Date: Wednesday, May 29, 2019

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Trainee-Sales on following terms and conditions:

Offer Details:

Designation: Trainee-Sales

Department: Business Development (51000000)

Sub Department: Sales

Role Location / Work Location: Pune

Employment Type: Trainee

CTC per Annum:

Fixed Pay: 700000 INR
 Variable Pay: 300000 INR

Reporting Details:

Date of Reporting: Monday, June 17, 2019

Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC

Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

Reporting Time: 8:30 AM

Please note you will move to your Role Location / Work Location post training

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

- 1. Provident Fund
- 2. Income tax deducted at source at the rates applicable
- 3. Employment/Professional taxes
- 4. Dues to company including loans and advances
- 5. Or any other applicable statutory deductions

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

- 1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
- 2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
- 3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Monday, June 17, 2019, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The trainee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

<u>Code of Conduct:</u> Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As a trainee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our trainee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company.

All Think & Learn Pvt. Ltd., trainees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

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

Signature:



MIT Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in Fri, May 3, 2019 at 1:37 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Buoyancy Consultants & Engineering LLP, Goa, has selected the following students from :

- 1. Subhashree Kumar BE Chemical
- 2. Abhishek Vishnu Satputale BE Chemical
- 3. Animesh Ravidra Fartode BE Chemical

We wish them all the best !!!



MIT Academy of Engineering

Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

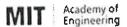
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- 3. Animesh Ravidra Fartode BE Chemical

We wish them all the best !!!



(248)

Vikas Singh <vssingh@admin.maepune.ac.in>

campus selection

1 message

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Career Management team heartily Congratulates Students Selected (2018-19 Batch)

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- λ . Subhashree Kumar BE Chemical
- 2. Abhishek Vishnu Satputale BE Chemical
- 3. Animesh Ravidra Fartode BE Chemical

We wish them all the best !!!



Ref: PP/Offer/2019

Date: 14.05.2019

Mr. Omkar Vamanrao Ainwar, Bhagatsingh ward ,Pandharkawada, Dist-Yavatmal, Pandharkawada, Maharshtra.

Sub: Offer Letter

Dear Mr. Omkar Ainwar,

Refer to your application and subsequent interview with us; we are pleased to appoint you as a Trainee Engineer in Plating Department.

- You will be paid an Annual Salary as discussed at the time of interview.
- 2 That your employment with us will be governed by the terms and conditions as per Annexure-B.
- 3 Appointment letter will be given at the time joining
- Company works 6 days in a week with 8 working hours daily. Besides this, you are entitled for 30 leaves yearly (Except General Holidays) 15 are Earned Leaves. 7 are casual leaves & 8 are Sick Leaves.
- You agree to serve our company for a period of 3 years commencing from your date of joining with following terms & condition
 - a) Service agreement will be signed by you at the time of your joining.
 - b) Company will bear the entire expenditure of the employee's training in India or abroad and shall also bear the entire expenditure to be incurred on the employee on his training in the company premises. If you failed to continue this service during above mention period of three years you will liable to pay the company Rs 200000/against the service agreement.

At the time of joining, you are requested to bring the following documents in original, along with a copy of each.

- Certificates supporting your educational/technical qualifications along with marks sheet.
- Schooling certificate (SSLC / ICSE) in support of your age.
- Experience certificate of all the past employments.
- Your latest salary slip or salary certificate.
- Your relieving letter from your present organization.
- Service certificate from the present employer.
- Four colored passport sized photographs.
- Medical Certificate

8-30/2, M.I.D.C. Industrial Area Ranjangaon, Tal; Shirur, Dist. Pune -412 220, Maharashtra, INDIA, 602138) 665826,837 maharashtra india.com web; www.polyplasticsindia.com







Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as proof in support of the above, the companies reserve the right to revoke the offer.

Kindly confirm your date of joining at the earliest so that we can process for the further

For Polyplastics Industries (1) Pvt. Ltd.

Ravinder Pandita

Associate Vice President

Received & Accepted

Outher

16/05/2019

B-30/2, M.I.D.C. Industrial Area Ranjangaon, Tal. Shirur. Dist: Pune -412 220. Maharashtra, INDIA.

☐ (02138) 665826,837
☐ hrdpune@polyplasticsindia.com web: www.polyplasticsindia.com







Ref: PP/Offer/2019

Date: 14.05.2019

Mr.Akhilesh Mehta, Kamla Nehru Marg,Bari-Sadri Dist-Chittorgarh Rajasthan-312403.

Sub: Offer Letter

Dear Mr. Akhilesh Mehta,

Refer to your application and subsequent interview with us, we are pleased to appoint you as a Trainee Engineer in Plating Department.

- You will be paid an Annual Salary as discussed at the time of interview
- 2 That your employment with us will be governed by the terms and conditions as per Annexure-B.
- 3 Appointment letter will be given at the time joining
- Company works 6 days in a week with 8 working hours daily. Besides this, you are entitled for 30 leaves yearly (Except General Holidays) 15 are Earned Leaves, 7 are casual leaves & 8 are Sick Leaves.
- You agree to serve our company for a period of 3 years commencing from your date of joining with following terms & condition
 - a) Service agreement will be signed by you at the time of your joining
 - b) Company will bear the entire expenditure of the employee's training in India or abroad and shall also bear the entire expenditure to be incurred on the employee on his training in the company premises. If you failed to continue this service during above mention period of three years you will liable to pay the company Rs 200000/against the service agreement

At the time of joining, you are requested to bring the following documents in original, along with a copy of each.

- Certificates supporting your educational/technical qualifications along with marks
- Schooling certificate (SSLC / ICSE) in support of your age
- Experience certificate of all the past employments.
- Your latest salary slip or salary certificate.
- Your relieving letter from your present organization
- Service certificate from the present employer
- Four colored passport sized photographs
- Medical Certificate

Much







Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as proof in support of the above, the companies reserve the right to revoke the offer.

Kindly confirm your date of joining at the earnest so that we can process for the further

For Polyplastics Industries (1) Pvt, Ltd.

Mmdar.

Ravinder Pandita Associate Vice President





Ref: PP/Offer/2019

Date: 14,05,2019

Mr. Vinayak Ashok Pawar, B-3, Arban bank Colony , Burudgaon road, Ahemadnagar, Maharashtra.

Sub: Offer Letter

Dear Mr. Vinayak Pawar,

Refer to your application and subsequent interview with us, we are pleased to appoint you as a **Trainee Engineer** in **Plating** Department.

- You will be paid an Annual Salary as discussed at the time of interview
- That your employment with us will be governed by the terms and conditions as per **Annexure-B**.
- 3 Appointment letter will be given at the time joining.
- Company works 6 days in a week with 8 working hours daily. Besides this, you are entitled for 30 leaves yearly (Except General Holidays) 15 are Earned Leaves, 7 are casual leaves & 8 are Sick Leaves.
- You agree to serve our company for a period of 3 years commencing from your date of joining with following terms & condition:
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At the time of joining, you are requested to bring the following documents in original, along with a copy of each.

- Certificates supporting your educational/technical qualifications along with marks sheet.
- Schooling certificate (SSLC/ICSE) in support of your age.
- Experience certificate of all the past employments.
- Your latest salary slip or salary certificate.
- Your relieving letter from your present organization.
- Service certificate from the present employer.
- Four colored passport sized photographs
- Medical Certificate

B-30/2, M.I.D.C. Industrial Area Ranjangaon, Tal: Shirur, Dist: Pune -412 220, Maharashtra, INDIA.
(02138) 665826,837 hrdpune@polyplasticsindia.com web: www.polyplasticsindia.com







Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as proof in support of the above, the companies reserve the right to revoke the offer

Kindly confirm your date of joining at the earliest so that we can process for the further

For Polyplastics Industries (1) Pvt. Ltd.

Ravinder Pandita

Associate Vice President

Recieved and Accepted

Maware

16/5/19

B-30/2, M.I.D.C. Industrial Area Ranjangaon, Tal: Shirur, Dist: Pune -412 220, Maharashtra, INDIA.







Ref: PP/Offer/2019

Date: 14.05.2019

Mr. Mohammed Faraaz Majaz, Dar-Ul-Raiyaan,Chelipura, Kalchiwada,Aurangabad ,Maharashtra.

Sub: Offer Letter

Dear Mr. Faraaz

Refer to your application and subsequent interview with us; we are pleased to appoint you as a **Trainee Engineer** in **Plating** Department

- You will be paid an Annual Salary as discussed at the time of interview.
- That your employment with us will be governed by the terms and conditions as per Annexure-B
- 3 Appointment letter will be given at the time joining
- Company works 6 days in a week with 8 working hours daily. Besides this, you are entitled for 30 leaves yearly (Except General Holidays) 15 are Earned Leaves, 7 are casual leaves & 8 are Sick Leaves.
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- Your relieving letter from your present organization
- Service certificate from the present employer
- Four colored passport sized photographs
- Medical Certificate







Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents certificates given by you as proof in support of the above, the companies reserve the right to revoke the offer.

Kindly confirm your date of joining at the earliest so that we can process for the further

For Polyplastics Industries (1) Pvt. Ltd.

Ravinder Pandita

Associate Vice President

B-30/2, M.I.D.C. Industrial Area Ranjangaon, Tal: Shirur, Dist: Pune -412 220, Maharashtra, INDIA.
102138 665826.837 hrdpune@polyplasticsindia.com web: www.polyplasticsindia.com









campus selection

1 message

roy mathew <mitaoeroy@gmail.com>
To: tp2019all@mitaoe.ac.in

Fri, May 10, 2019 at 7:01 PM

Career Management team heartily Congratulates Students Selected (2018-19 Batch)

Toyo Engineering has selected - Dipak D Rode (BE Chemical)

We wish him all the best !!!

From: PRERNA

Sent: Tuesday, June 11, 2019 2:46 PM

To: Tanya Sindhi; Pranav

Cc: Knowledge Confluence; info tkc

Subject: Accommodation Request during Training

Dear Tanya

Below mentioned candidates are scheduled to join on 17th June 2019, Monday. Kindly confirm if the company shall provide them accommodation during their initial training at Noida as was informed earlier.

Sr. No.	Namė	Contact No.	DOI	Joining Location
	Aaqib Javid	7006311766	17th June	Chandigarh
2	Abrar Hussain Gatoo	8491080875	17th June	Chandigarh
3	Bhumika Bhardwaj	8699118189	17th June	Chandigarh
4	Yasoob Abbas	7905554591	17th June	Lucknow
5	Ms Jayati Sachinrao Deshmukh	9595368264	17th June	Rajasthan
6	Akshit Shashi Bhushan Sharma	7709585415	17th June	Maharashtra
7	Shubham Vikas Palaskar	8421250921	17th June	Maharashtra
8	Abhishek Mishra	.9762159998	17th June	Bihar
9	Mohit Kumar	7066086562	17th June	Uttar Pradesh
10	Sameeksha Pradeep Nimjee	9527674765	17th June	Maharashtra
11	Shahrukh Pathan	8605120523	17th June	Maharashtra
12	Aman Gaur	9639669876	17th June	Uttar Pradesh
13	Reeya Mukherjee	7209273236	17th June	West Bengal
14	- Supriya Anand	7978453093	17th June	Bihar
15	Rahul Sharma	8530066626	17th June	Rajasthan
16	Alfiya Akil Sheikh	9623940987	17th June	Maharashtra
17	Chanchal Prakash Mashalkar	8007500961	17th June	Maharashtra

Thanks and Regards,

Prerna

Chemical 12816-1622 2018-2019 Ba

have received this email and are not an authorized recipient please notify the sender and delete this message from your system. If you are not an authorized recipient you must not use, disclose, distribute, copy, print or rely on this email. Email transmission cannot be guaranteed to be secure, error-free or virus-free. Although Extramarks Education India Pvt. Ltd. routinely screens for viruses you are responsible for checking this email and any for any damage caused to your systems or for loss of data caused by any virus. Extramarks Education India Pvt. Ltd. does not accept liability resulting from errors or omissions in the request a hard copy version. If this email is of a personal nature, any views expressed are Extramarks Education India Pvt. Ltd.

Contact

www.linkedin.com/in/krushnanikam-10ba7814b (LinkedIn)

krushna nikam

Student at mit aoe

Pune

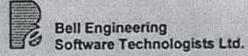
Education

mit aoe

Bachelor of Engineering, Chemical Engineering · (2014 - 2019)

Corporate Office:

March First*,99/1/20,8husari Colony, Paud Road, Kothrud Pune-411038, India. Tet: 020 - 25283802 / 03, Fax:020-25283803, Email: sales@ belisoftware.in Visit us at: www.belisoftware.in



ISO 9001 2008 OHSAS 18001: 2007 Certified Company

Ref No: Bell Energy.hr. 1/1019

1* April 2019

Dear Ms. Faiza Patel,

With reference to your resume and the subsequent interview you had with us, we are pleased to offer you the position of "Traine Engineer" in Bell Engineering Software Technologists Limited.

We look forward to your joining us not latter than 01/06/2018.

Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Bell Engineering Software Technologists Limited

C. G. Kulkami

Managing Director

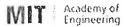
I have read the offer, understood and accept the above-mentioned terms and conditions.

Sidnature

Date 0]/04/2019

C. T. C. ! 3/akh p.a.





Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
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2	Cognizant	25
3	Wipro	1
	Total	76

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2	Electronics	2
3	Computer	29
4	I.T.	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

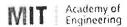
Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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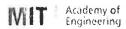
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HRD/3T/19-20/12672223

Mr. Piyush Kumar Candidate ID: 12672223 Ashiyana Nagar, Flat No 301, Ashiyana, Patna - 800025 Bihar India Ph: (91) 77580 06711

July 31, 2019

Dear Piyush,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources - Infosys Limited

> **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: 2019.07.31 12:12:06 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672223

July 31, 2019

Mr. Piyush Kumar Candidate ID: 12672223 Ashiyana Nagar, Flat No 301, Ashiyana, Patna - 800025 Bihar India Ph: (91) 77580 06711

Dear Piyush,

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 December 16, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources - Infosys Limited

Date: 06		agree to the terms and conditions as set forth in this of	
	M. kum	21	

Print your name

Sign 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. Piyush Kumar	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15.000
BASKET OF ALLOWANCES		4.478
BONUS / EX-GRATIA (95% of the elig	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2.850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

	OTHER BENEFITS					
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)		
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr, Piyush Kumar	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Traince	
1. MONTHLY COMPONENTS		1 15 000
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328
2. ANNUAL COMPONENT BONUS / EX-GRATIA - (Balance 5% advance (95%) paid out on a monthly b	will be paid out in the end of the financial year after adjusting the asis)	150
3. RETIRAL BENEFITS		1,000
PROVIDENT FUND - 12% of Basic Sa	alary	1,800
GRATUITY - 4.81% of Basic Salary		722
FIXED GROSS SALARY (FGS) (1+:	2+3)	25,000
	At an indicative At an indicative	At an indicative Payout of

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Compone			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone			30,000

	OTHER BENEFITS			
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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



Serial Number:
Candidate ID:
Employee No:
Year: FY 201202_
INFOSYS LIMITED
SERVICE AGREEMENT
THIS SERVICE AGREEMENT executed on date of signing is with effect from Date of Joining < < date in dd/Mm/yy format> > to the successful completion of Foundation Programmed Training and up to a period of 12 months from the Date of Allocation to a Practice Unit at Infosys Limited (hereinafter referred to as the "Service Period")
BETWEEN:
M/s. Infosys Limited a Company incorporated under the Companies Act. 1956, having its registered office at Plot Nos. 44 & 97 A, 3rd Cross, P.O. Electronics City, Hos ur Road, Bangalore - 560 100, represented by its Vice President - HRD Mr. Nanjappa B.S, hereinafter referred to as the <u>COMPANY</u> (which term shall unless repugnant to the context mean and include its successors-in-interest and permitted assignces) of the <u>ONE PART:</u> AND:
Mr./Ms.< < Name> >
< < Mr./Ms.>> < < Surety Name>>
DEFINITIONS:
The following terms shall have the following meanings for the purpose of this Service Agreement:
 Date of Allocation: Is the date when the Engineer is allocated to a Practice Unit for On the Job Training. Practice Unit: Practice Unit refers to individual business unit/horizontal business unit/department where the Engineer is posted, usually after the completion of Foundation Program Training. A Practice Unit may be a delivery unit or business enabler function/department. On-the-Job training: Training imparted to the Engineer on allocation to a Practice Unit.
Warth Prignsh

ENGINEER

SURETY

COMPANY

WHEREAS

The Engineer applied to the Company for the designation of Systems Engineer Trainee. Pursuant to such application, the Company appointed him/her as a Systems Engineer on the terms and conditions contained in the offer letter together with this Service Agreement, under which he/she is required to undergo training as may be determined by the Company;

AND WHEREAS the Engineer recognizes and accepts that at the time of appointment as Systems Engineer, except exposure to academic knowledge, he/she has received no formal, effective, technical or practical training to independently function as a Systems Engineer who is commercially viable to the Company;

AND WHEREAS the Engineer further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any management or communication skills, which are essential to for performance of duties by the Engineer which meet the current business needs, parameters, standards and efficiency levels required by the Company;

AND WHEREAS consequently and in order for the Company to utilize the skills of the Engineer, the Engineer would need to undergo formal and extensive training in accordance with courses, modules and programs prescribed or conducted by the Company;

AND WHEREAS the Engineer is aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing him/her as Systems Engineer and thereafter imparting training to such Engineer;

AND WHEREAS the Engineer recognizes and accepts that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, computer time etc., in the event the Engineer fails to complete the training as prescribed hereunder and/or leaves the Company during the Service Period. In such event, the Engineer hereby agrees to reimburse and compensate the Company in the manner enumerated in clause 5 of this Service Agreement;

NOW THIS SERVICE AGREEMENT WITNESSES AS FOLLOWS:

- The Engineer has been appointed as a Systems Engineer on training with the Company. The Engineer will undergo Foundation Programmed Training ("the FPT") as detailed in clause 3 of this agreement at the Company's location at Mysore, India which will commence on the Engineer joining the Company. The Service Period also includes the FPT period as detailed in Clause 3. If the Engineer takes leaves on loss of pay("LOP"), such leave period shall not be included within the meaning of Service Period. The Engineer hereby acknowledges and agrees that his/her Service Period shall be extended by the number days of leave taken on LOP.
- 2. The Engineer shall be paid a total monthly fixed compensation of Rs.22,478/- As follows:

a) Basic Salary

: INR 15,000/-

b) Basket of Allowances

: INR 4,478/-

c) Bonus / Ex-Gratia

: INR 3,000/-

In addition to the monthly fixed compensation, the Engineer is also eligible for a training performance-linked incentive ("TPI"), upon allocation to a Practice Unit and based on the performance of the Engineer during FPT.

COMPANY

ENGINEER

3. The Engineer agrees to undergo training immediately upon joining. The objectives, methodology, content and evaluation procedures of the FPT are detailed in the assessment and evaluation policy which is available to the Engineer for inspection with the Education & Research ("E&R") department. The duration of the FPT would normally range up to a period of 23 weeks for Engineers with non-computer science background and 20 weeks for Engineers with computer science background unless otherwise expressly prescribed by the Company. FPT period will be determined by the Company on the basis of educational qualification of the Engineer at the time of entry into the Company and business requirements of the Company The Engineer is expected to qualify in the FPT, which is intended to render him / her competent to undertake software development tasks that may be subsequently assigned to him / her. All modules of the FPT are compulsory.

Upon successful qualification in the FPT, the Engineer may, at the sole discretion of the Company, be deputed for On-the-Job training to a Practice Unit for such period as may be specified by the Company.

Notwithstanding any other provision, in certain cases, based on the business requirements of the Company, the Company shall depute the Engineer for "On-the-Job" training before undergoing or prior to completion of the FPT. However, within one year of the Engineer's date of joining the Company, the Engineer will be provided with the opportunity to undergo and complete the FPT.

- 4. Systems Engineer undergoing training is required to peruse the assessment and evaluation policy which is available with the E&R department. The content shall be presumed to be within the knowledge of the Engineer upon reporting for training.
- 5. The Engineer accepts, agrees and admits that the Company has incurred expenses and costs in the process of recruitment, such expenses being in the nature of advertisements, implementation of selection procedures, interviews, travel, etc. The Engineer is aware that in the event of his / her not completing the Service Period, the Company would, without option, be constrained once again to incur, similar expenses, which would be a direct result of him / her leaving the Company prematurely. The Engineer further accepts, agrees and admits that the nature, quality, intensity and content of training ("Exhibit A") to be imparted by the Company is not available or imparted by any other company of a similar nature, the FPT is designed to satisfy the exclusive requirements of the Company and that the opportunity to be trained in computers, with provision for exclusive working on computers is not available with or provided by any other company of similar nature. The Engineer is further aware that the Company would have earned considerable revenue by hiring out computer time instead of imparting such FPT training thereon to the Engineer. The Engineer admits and recognizes that the technical and management training involves substantial training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

The Engineer, therefore, agrees that in the event of his / her leaving the Company before completion of the Service Agreement Period with the Company for any reason whatsoever, he / she shall be liable to pay to the Company compensation / damages calculated as follows and / or reimburse all costs and expenses incurred in or connected with the training:

COMPANY

ENGINEER

- a. Fixed cost of INR 23,000 which includes INR 15,000 Recruitment cost and INR 8,000 Training cost.
- b. 75% of fixed salary (Excluding PF and Gratuity) paid by the Company to the Engineer during the FTP period, which is calculated at INR 562 per day (Average calendar day per month is considered at 30 days. In case the Engineer resigns in middle of any month, the number of days worked in that month would be considered for calculating the % of salary amount deductible).
- c. 50% of Total computer time utilized is calculated at INR 625 per day (Average working day per month is considered at 22 days. In case the Engineer resigns in middle of any month, the number of days worked in that month would be considered for the calculation).
- 6. The Engineer, Company and Surety accept, agree and admit that the amounts calculated on the aforementioned basis is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing training to the Engineer.
- 7. The Engineer agrees that he / she shall faithfully and diligently undergo and imbibe the training prescribed as per the FPT. The Engineer acknowledges that failure to complete the FPT successfully or leaving the Company within the Service Period shall mean and include:
 - a. Failure to complete FPT by being absent for any reason(s) whatsoever from the Company;
 - b. Leaving the Company for the purpose of higher studies, research, alternate employment, alternate training or any other purpose during the Service Period.
 - c. Dismissal of Engineer by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response of the Engineer during the Service Period.
- The Surety hereby undertakes and accepts that his / her liability is co-extensive with that of the Engineer. 8. The Surety shall be jointly and severally liable with the Engineer for payment of all amounts that may become due and payable under this Service Agreement. The Surety hereby acknowledges that he/she is aware and accepts the special nature and character of deputation of the Engineer as well as the manner of computation of damages / compensation enumerated in clause 5 of this Service Agreement. The Surety hereby agrees and accepts that the Company shall be at liberty to enforce this guarantee furnished by him/her without necessarily seeking to enforce the same against the Engineer in the first instance. The Surety hereby agrees and accepts that the Company shall be entitled to proceed either against the Engineer or Surety or both for recovery of any amounts due under this Service Agreement. The Surety hereby agrees and accepts that any demand made on the Engineer under this Service Agreement shall be deemed to be sufficient notice of such demand to the Surety also. The Surety and Engineer hereby state that they have entered into this Service Agreement voluntarily and after being fully aware of all legal consequences arising out of this Service Agreement. IN WITNESSES WHERE OF the parties have signed this Service Agreement on the date, month and year first above written before the following witnesses:

COMPANY

ENGINEER

Exhibit A

The Foundation Program Training (FPT)

The FPT may consist of several training modules (hereinafter the terms "module" and "program" are used interchangeably).

Currently there are two training modules, namely:

- (i) Technical Training; and
- (ii) Management Skills Training

Technical Training further comprises of 2 distinct modules

- (i) Generic Stream; and
- (ii) Technology Specific Stream

All references to "Technical Training" shall include both Generic Stream and Technology Specific Stream.

Technical Training:

The Engineer would be required to undergo Technical Training in all or any of the following Company designed courses as a specified program. The curriculum may be modified based on the Company's requirement from time to time. At present there are two modules (also called stream program) of technical training as enumerated below:

- a) <u>Generic Stream Program:</u> programming principles, database concepts, quality systems concepts, computer hardware & S\software, UI design issues and other subjects.
- b) <u>Technology Specific Stream Program:</u> mainframe systems or internet based systems or open systems or A S400 systems, stream project and other subjects.

II. Management Skills Training:

Every Engineer shall undergo pre-determined management skills program during and as a part of the FPT. These program would cover communication skills and business skills and such other components as the Company may determine from time to time depending upon varying business requirements of the Company.

It is mandatory that every Engineer qualifies in the manner specified both in Technical <u>Training</u> and Management <u>Skills</u> Training. All evaluation criteria and training process / methodology shall be exclusively determined by the Company and may be reviewed by the Company from time to time.

COMPANY

ENGINEER

WITNESSES:

Dary!

WITNESS 1 COMPANY

WITNESS 2 ENGINEER

<u>WITNESS 3</u> <u>SURETY</u>

NOTARY:

(Please tick the appropriate box and initial/ sign against the chosen option)

• The Engineer has signed before me □

• The Surety has signed before me

■ The Engineer & Surety have signed before me

COMPANY

ENGINEER



ANNEXURE - III

NON-COMPETE AGREEMENT

I, Pigush kumal do hereby acknowledge and confirm the following:-

- (1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.
- (2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a #Customer#).
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:
 - a. accept any Offer of Employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;
 - b. accept any Offer of Employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: Alandi

Date: 0C/03/19

Employee Signature: hyush lamas

Acknowledged by Infosys Limited:

Instruction to be followed by the Trainees - 3T:

Activity 1:

Please go through the service agreement attached in the service agreement kit.

Activity 2:

- a. You need to take the service agreement content printed on the Legal Sheet (A6 sheet)
- b. Get the Legal sheet stamped (franked) with the stamp duty of Rs. 200.
- c. If you are unable to get the legal sheets, kindly get the service agreement contents completely typed in the stamp paper with total value of Rs. 200. Please do ensure that the Company signature is not missing in the print out
- d. Content should start from first page where the stamp duty is available, the blank stamp paper would not be considered.
- e. Signature on all the pages from surety and trainee is mandatory, even though the contents are spilled to next page.
- f. Refer FAQ for more details.

Activity 3:

- a. Signature on all the pages from surety and trainee is mandatory, even though the contents are spilled to next page.
- b. Three Witness Signatures is required. Witness can be as follows
 - The first witness should be from HRD. Get it signed on your Date of Joining.
 - The second witness can be your Family member / Blood relative.
 - The third witness has to necessarily be friend or colleague.
- c. All the witness needs to be of legal age.
- d. Surety needs to be Father/Mother/Husband/Wife

Activity 4:

The completed service agreement should be notarized and carried along with you on the DOJ. Notarization facility is also available in Infosys Mysore campus, in case you are unable to get it notarized before joining.

Activity 5:

- a. In the page 1, you are required to fill the dotted lines/ blank spaces appearing on the
- b. In the first paragraph, you are required to fill in your date of joining as communicated to you by Infosys. The format for the same is as given below:
 - If your date of joining is 1-Jan-2018 then you have to write it as 1st day of January 2018.
- c. In the second paragraph, you are required to fill in your name and followed by Surety's name and your age.
- d. In the third paragraph, you are required to fill in Surety's name, followed by Surety father/mother's name, surety's age and the permanent address of your Surety. Please note: If surety's father is deceased then you can put (late) before the name of surety's father.
- e. Given below is the format in which the name and address has to be filled. Please ensure that you will fill the agreement in same format.

>

Format for Name:

• Complete name has to be given expanding all the initials.

• First name should come first, then middle name and last would be the surname. There should be a gap in-between each word.

• If there are any initials which cannot be expanded then the same has to be given at the end and not the beginning. There should be a dot after the initial.

Eg:

Pratibha Narayanan Prakash Sundar Sharma

Format for Address:

Complete address has to be given of the surety.

• There should be a comma separator in-between each field.

• Pin code has to be mentioned. One hyphen has to be put in between name of the town/city and pin code. 6 digit pin code has to be separated by a space with 3 digit being continuous.

Eg: #2, II Cross, Jayanagar, Bangalore - 560 002 #1, III Cross, Girinagar, Bangalore - 560 001

PLEASE NOTE:

COMPANY AT ITS DISCRETION MAY SHIFT YOUR DATE OF JOINING IN CASE YOU FAIL TO GET THE ADEQUETLY STAMPED AND SIGNED (BY ALL NECESSARY PARTIES) SERVICE AGREEMENT ON THE DATE OF JOINING.

IN THE EVENT IT IS NOTICED THAT THE CONTENTS OF THE SERVICE AGREEMENT IS TAMPERED WITH BY THE TRAINEE, THE COMPANY MAY INITIATE ANY APPROPRIATE ACTION(S) AGAINST SUCH TRAINEE(S).

FAO's on Service Agreement

I. What is the validity period of the Agreement?

The agreement is valid from the date of joining up to a period of 12 months from the Date of Allocation to a Practice Unit at the Company.

2. How many agreements should you bring along on date of joining?

One original agreement would be sufficient. You can retain a photocopy of the agreement need be..

3. Who are the parties to this Agreement?

The Agreement involves three parties - the Company, the Employee and the Surety.

4. Who can be a Surety?

Either the employee's father / mother / Husband / Wife can stand surety to the Agreement.

5. Is there any specific order to be followed while signing the Agreement?

The employee and his/her sureties have to sign on all the pages.
The order has been given below.

- a) The Company
- b) The Engineer (employee)
- c) The Surety
- 6. Who can sign as witness?

There are 3 witnesses' signatures that are required.

- a. The first witness will be from HRD.
- b. The second witness can be your Family member / Blood relative.
- c. The third witness has to necessarily be friend or colleague.
- 7. If both, my father and my mother are not alive, in such a case, who can stand Surety to the Agreement?

Your immediate guardian can be the surety (brother/ sister/ uncle/aunt). Above legal age.

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8. My mother is the Surety and our relatives are living far away from our native place. In this case who will be the witness for my surety?

You can speak to your relatives over phone and send the Agreement with complete instructions for the witness signature. But the witness signature has to be necessarily that of a family member.

9. Are witnesses also required to sign on all the pages?

No. There is no need to sign on all the pages. They have to sign only on the 4th page of the Agreement. This is to be done on Original.

10. What is notarization?

Notarization is the process of certifying or attesting the validity of a document, deed, contract etc. by a Notary

11. Who is a notary?

The person who does the notarization is called notary. The notary should be an advocate. All advocates are not notaries. But a notary should be an advocate.

12. Is the witness also required to sign in the presence of the notary?

No. The Witness can sign before the notarization.

13. Should we get the notarization done?

Notarization should be done even before joining Infosys. In case you are unable to get it notarized before joining Infosys, then you can get it done in Infosys Mysore Campus

14. Can we use the stamps instead of service agreement?

Only Non Judicial stamps will be allowed.

15. Should the stamp duty need to be Rs. 200 or sum of Rs. 200?

The stamp duty can be of any denomination but the total sum needs to be Rs. 200.

16. Should I get the surety and second witness signature before joining?

Yes, this can be done before the date of joining.



ANNEXURE - IV

INFORMATION SHEET

Name:

Candidate 1D:

1. Role and Competency Based Organization

Infosys Limited ("Infosys" or "Company") has a role and competency based structure. A 'role' is defined as a set of responsibilities and accountabilities assigned to or expected to be carried out by a person or group.

All HR processes such as selection, training requirements, career planning, growth and compensation and benefits are based on this structure.

At Infosys, for senior management, there are titles such as Associate Vice President, Vice President, Senior Vice President and Executive Vice President. For employees holding such titles, all policies related to compensation and benefits are based on the title and role of the individual.

2. Probation period and confirmation as a permanent employee

You will be on probation for a period of 12 months post completion of your training and allocation to the Unit. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.

In addition to your performance during the probationary period, your confirmation as a permanent employee is subject to your submitting the documents required by the Company. Two copies of the following (To be provided on the date of your joining the Company. Please refer to the clause on 'Background Checks' for further details) will constitute the required documents:

- 1. Class 10 (or equivalent) Marks Sheet/s
- 2 Class 12 (or equivalent) Marks Sheet/s
- 3. Graduation Marks Sheet/s
- 4. Final Graduation Degree Certificate
- 5. Post-Graduation Marks Sheet/s (if applicable)
- 6. Diploma Certificate (if applicable)
- 7. Relieving letter/ experience letter (in case you are already employed) from all previous employers (as applicable)
- 8. Passport
- 9. National Skills Registry
- 10. PAN Card ("Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to Infosys Limited is mandatory. Please disclose your PAN to Infosys on or before 30 days from the day of joining and note that disclosure of PAN is a pre-condition for your confirmation into the system").

3. Leave

You will be eligible for 15 working days of Earned Leave annually during your probation and for 1st and 2nd year of your service. This shall be credited on a quarterly basis as per the table below:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	4	4	4	3	15

Please note that in above table quarter 1 denotes the quarter you have joined and should not be read by fiscal year quarter definition.



Illustration:

If an employee joins the Company in quarter two of the fiscal year 2019-20, the quarter two of the fiscal year 2019-20 will be considered as the first quarter for the purpose of leave credit. Please note that leave days shall be credited on a pro-rata basis in the first quarter of your employment.

You will be eligible for 20 working days of leave annually, post your confirmation and completion of two years with the Company. The same will be credited from the quarter following your confirmation, in the below pattern:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	5	5	5	5	20

Further details will be provided to you at the time of joining.

4. Business Related Expenses

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

5. Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet of this letter. The mode of payment for Financial Year 2019-20 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. The mode of payment for each Financial Year will be determined at the beginning of the same.

Mustration:

Bonus amount mentioned in the Compensation Details sheet (at 100%) for a certain employee is INR. 1,000 per month. 95% of this amount, i.e. INR. 950, would be paid out to the employee per month. The balance amount of INR 50 per month shall be consolidated and paid out at the end of the fiscal year.

6. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income taxplans.

7. National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. Any contribution made by an employer to the employee's Tier I NPS account will be exempt from taxes for the employee. This would be over and above the INR 1.5 lakh exemption limit defined under section 80C of the IT Act. The exemption from taxes is available for a maximum contribution of 10% of your Basic Salary of the employee in a Financial Year.



Details

Your contribution to NPS will be carved out of your Basket of Allowances (BOA) as a separate component and will be equal to the amount you intend to allocate under NPS. This amount will be directly remitted to the POP* Bank associated with Infosys. BOA less NPS will continue to be paid through monthly payroll.

A maximum of 20% of your Basic salary can be allocated towards NPS. A minimum contribution of INR 6,000 is required annually and INR 500 per contribution.

You can open a Tier I account with ICICI Bank if you wish to contribute to NPS. If you already have an existing Tier I account with any other bank, you will need to transfer the same to ICICI Bank as that is the Point of Presence Bank for Infosys employees.

You can read the Policy, FAQs and the process document available on our Intranet for all the details once you join. The ICICI branches on our campuses will also help you with your queries.

8. Information Security

The role and responsibilities related to Information Security for all employees are outlined in the Information Security Policy of Infosys, which every employee is expected to abide by. All Information Security standards and guidelines will also be applicable to you. In addition, for roles that are privy to more sensitive information, specific Information Security responsibilities will be communicated at the time of joining.

9. Extension of Date of Joining

As per the Company policy, extension in Date of Joining will be granted only once based on medical exigencies. The request for extension must be supported with documentary evidence (Medical records and certificate). The request for extension can be sent to offer_extension@infosys.com at least a week before the initial date of joining. Granting this extension is solely at the discretion of the Company.

10. National Skills Registry

Infosys has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service and quality, and in order to do this, we have maintained a strong focus on compliance. The "National Skills Registry" of NASSCOM, ensures more effective information security standards. In case you have not registered yourself with National Skills Registry, you would be required to do soprior to your joining Infosys Ltd irrespective of the nature of your role with us. The cost of your registration with National Skills Registry will have to be borne by you. For more information on national skills registry for registration, please visit www.nationalskillsregistry.com. This kit contains the document on steps/procedures for NSR registration.

11. Linkage of UAN and AADHAR Card Number

As per the directions of the Employees Provident Fund Organization ("EPFO") it is mandatory KYC requirement for all employees to link their Addhaar card number with their provident fund Universal Account Number ("UAN"). Hence, to comply with the obligations under the Employees Provident Funds and Miscellaneous Provisions Act 1952 ("EPF Act") and also for availing the benefits under the EPF Act, you are required to disclose either your Aadhaar card number or the Aadhaar enrolment number as applicable, at the time of joining. Please note that Infosys Limited would not be liable for your inability to avail the benefits provided under the EPF Act due to the non-linkage of your Aadhaar card number to your UAN.

Note: This document only gives indicative details of the different plans and procedures applicable to employees. The implementation of the plans mentioned here is governed by policies of Infosys and applicable legal agencies, and may change from time to time without prior notice. Latest details and specifics of each plan are available with the Human Resources department.



Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

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Regards,

Anil Kumar Pacha Training & Placement



Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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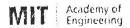
Shared Day selections_2019 batch.pdf 2507K

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World Trade Center
Tower- A. Sch Floor
1 Kharadi, Dholepatil Farmi Road
MEDC Knowledge Park, Pune
Maharaditra - 411014, MDIA

Mr. Rohit KADAM,

LETTER OF OFFER

March 29, 2019

Dear Rohlt,

Achexise "A" A snapphot of other benefits is attached as Annexure "B" similar Cost To Company will be IKR 750000. The detailed break-up of the salary is attached as per "Engineer-RED" with Michelin India Technology Center LLP, on mutually agreed terms and conditions. Your Acropos to the discussions held with you, we are pleased to offer you employment designated as

examination, or if you fall to clear the reference and documentary check. time of joining. The offer to appointment shall be automatically withdrawn if you are found unfit on medical fit by the Company. Also you would be required to sign the Non Compete and Non Solicitation Agreement at the satisfactory completion of the reference check, check of relevant documents and to your being found medically The formal letter of appointment will be issued on your confirmation to our offer and will be subject to the

as well as performing background checks in case you do not agree to the resume verification and the background checks please inform us immediately that you wish to withdraw your resume Please note that in order to process your application we shall be conducting verification of your nature

You will be required to submit the following documents on Joining:

- Copies of certificates testifying your educational qualifications and experience.
- Certificate of Age proof.
- Ten copies of recent passport size color photograph
- Proof of last drawn salary from your previous employer

is statement. Continuate from your previous employer in full liment of your requirement of

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By Konic





Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

below the details of students selected from MITAOE:

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	1.T _e	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached:

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

[Quoted text hidden]



	TOTA PASSING-OUT BATCH - DISTRIBL	BUTION OF CHOICE FORMS TO THE SELECTED STUDENTS IN SHARED DAY CUMPANIES	O THE SELECTED	STUDENTS IN SHAL	עבה האו			
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HRD/3T/19-20/12672112

Mr. Vivek Harishchandra Sonwane Candidate ID: 12672112 Shri Dattakunj, Vidhyanagar, Dist-Beed, Parli - 431515 Maharashtra India Ph: (91) 94224 60004

September 6, 2019

Dear Vivek,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO

EVP and Head Human Resources – Infosys Limited

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: 2019.09.06 08:51:06 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672112

September 6, 2019

Mr. Vivek Harishchandra Sonwane Candidate ID: 12672112 Shri Dattakunj, Vidhyanagar, Dist-Beed, Parli - 431515 Maharashtra India Ph: (91) 94224 60004

Dear Vivek,

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 December 9, 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood	and agree to the terms and condit	ions 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)	
Mr, Vivek Harishchandra Sonwane	
Systems Engineer	
Systems Engineer Traince	
10	
*	15,000
	4.478
nount (20% of Basic Salary) being paid out on a monthly basis)	2,850
	22,328
	(All figures in INR. per month) Mr. Vivek Harishchandra Sonwane Systems Engineer

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1.800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

		OTHER BENE	EFITS	
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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

Mech-Bran 2019 Ba Infoss Navigate volument

ANNEXURE- II (Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Vivek Harishchandra Sonwane	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15.000
BASKET OF ALLOWANCES		15,000
BONUS / EV CDATIA (059/ -64 - E	7.1	4,478
MONTH I CHARTIA (95% of the eng	ible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328
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 ba	sis)	150
		150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,000
GRATUITY - 4.81% of Basic Salary	1.800
FIXED GROSS SALARY (FGS) (1+2+3)	122
	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component	nt at indicative payor	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Componer	nt at indicative payor	ıt 20% of FGS)	30,000

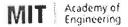
	ОТНЕ	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Traince Agreement)	12,000 (Without Security)	Nil	12	Nil

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 is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

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Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

	Company wise Sele	ections
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	LЛ,	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement



Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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HRD/3T/19-20/12672152

Mr. Chetan Namdeo Patil Candidate ID: 12672152 Sant Gajanan Maharaj Nagar, Road No 2, Magazine Chowk, Dighi, Pune - 411015 Maharashtra India Ph: (91) 99215 91996

September 5, 2019

Dear Chetan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources – Infosys Limited

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: 2019.09.05 20:20:11 +05:30

Reason: Offer Letter Location: Bangalore



HRD/3T/19-20/12672152

September 5, 2019

Mr. Chetan Namdeo Patil Candidate ID: 12672152 Sant Gajanan Maharaj Nagar, Road No 2, Magazine Chowk, Dighi, Pune - 411015 Maharashtra India Ph: (91) 99215 91996

Dear Chetan,

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 November 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 25,000 per month and Total Gross Salary post allocation will be INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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 require 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 and Head Human Resources – Infosys Limited

I have read, understood and agr	ee to the terms an	nd conditions as set forth in this offer letter.
Date:	, 20	_
		9
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. Chetan Namdeo Patil	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENT	S	
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the el	gible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	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 is subject to the fulfilment 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 Unit allocation)

	COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Chetan Namdeo Patil	
ROLE	Systems Engineer	
ROLE DESIGNATION	Systems Engineer Trainee	
1. MONTHLY COMPONENTS		
BASIC SALARY		15,000
BASKET OF ALLOWANCES		4,478
BONUS / EX-GRATIA (95% of the elig	ible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY		22,328

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 5% of FGS)	26,250
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 10% of FGS)	27,500
TOTAL GROSS SALARY (Inclusive of the incentive Compone	nt at indicative payo	ut 20% of FGS)	30,000

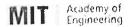
	ОТНЕ	R BENEFITS		
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

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 is subject to the fulfilment 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







Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

Company wise Selections		
S. No.	Name of Company	No of selections
1	Infosys	50
2	Cognizant	25
3	Wipro	1
	Total	76

Branch-wise selections			
S. No	Branch	No of selections	
1	E & TC	12	
2	Electronics	2	
3	Computer	29	
4	іл.	15	
5	Mechanical	14	
6	Civil	3	
7	Chemical	1	
	Total	76	

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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Shared Day selections_2019 batch.pdf 2507K

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Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: Force Motors: Campus selection_2019

1 message

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

Thu, May 12, 2022 at 4:43 PM

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

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

Date: Thu, May 12, 2022 at 4:12 PM

Subject: Fwd: Force Motors: Campus selection_2019

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

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

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

Date: Tue, Jun 25, 2019 at 5:42 PM

Subject: Force Motors: Campus selection

To: <dir.tnp@mitaoe.ac.in>

Cc: Rishi Kapal <rishi kapal@mitaoe.ac.in>, Sandeep Patil <sandeep.patil@mitaoe.ac.in>, <pri>, <pri>

Dear Sir,

Force Motors has selected one student of MITAOE - Shubham Ingle (BE - Electronics) from the campus recruitment process conducted recently.

Forwarding herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha Training & Placement

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

From: Shalini Awasthi <sawasthi@forcemotors.com>

Date: Tue, Jun 25, 2019 at 10:50 AM

Subject: RE: MIT, & DY Patil Pune: Awaiting results (2019 passing-out batch)

To: Hemant Mali hemant.mali@mitwpu.edu.in
Co: Director-iac director.iac@mitpune.edu.in

Dear All,

Please find following list of candidates finalized in pool campus.

We will be releasing the offer to the candidates by tomorrow .

S. No.	Name	College Name	10th %	12th %	course name	Department
1	Satpute Vedant Shripad	D. Y. Patil College	92	82	B.E. (Electrical)	ADD
2	Deepali Manik Patil	D. Y. Patil College	87	81	B.E. (E&TC)	ADD
3	Karan Dilip Shirsath	D. Y. Patil College	69	70	B.E. (Electrical)	ADD

1 of 2 13-05-2022, 08:53

4	Pradnya Santoshkumar Londhe	P.E.S. Modern College Of Engineeering	87	88	B.E. (Electrical)	EV
5	Rahul Sharma	D. Y. Patil College	60	66	B.E. (Electrical)	EV
6	Shubham Diliprao Ingle	MIT College Of Engineering, Pune	78	69	B.E. (Electrical)	EV
7	Manasi Maruti Salgare	MIT College Of Engineering, Pune	91	73	B.E. (E&TC)	EV
8	Patil Megha Balkrishna	Sharad Institute of Technology	79	88	B.E. (Electrical)	EV

The joining date will be 15th July 2019.

Prior to joining all selected candidates have to go through the medical test . I will share the list of medical test to be done in next mail.

Thanks & Regards,

Shalini Awasthi

Human Resource

CIN:L34102PN1958PLC01117

FORCE MOTORS LIMITED Mumbai - Pune Road Akurdi, Pune 411 035 Maharashtra, INDIA

Email: sawasthi@forcemotors.com[HR]

Tel: (Board) +91 20 2747 6381/82 - Ext.4646

Visit us at: www.forcemotors.com, www.forceone.co.in

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2 of 2



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Shared Day campus results

2 messages

roy mathew <mitaoeroy@gmail.com> To: vssingh@admin.maepune.ac.in

Sat, Sep 15, 2018 at 4:30 PM

With reference to the campus recruitment processes conducted by shared day companies, please find below the details of students selected from MITAOE:

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2	Cognizant	25
3	Wipro	1
	Total	76

	Branch-wise sel	ections
S. No	Branch	No of selections
1	E & TC	12
2	Electronics	2
3	Computer	29
4	I.T _e ,	15
5	Mechanical	14
6	Civil	3
7	Chemical	1
	Total	76

List of selected students is attached.

Regards,

Anil Kumar Pacha Training & Placement

Shared Day selections_2019 batch.pdf 2507K

Vikas Singh <vssingh@admin.maepune.ac.in> To: Atul Choudhary <aschoudhary@it.maepune.ac.in> Fri, Mar 1, 2019 at 3:35 PM

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MAEER'S MIT GROUP OF ENGINEERING COLLEGES, PUNE



faurecia

Dear Swapnil,

Congratulations!

We are pleased to extend this intent to offer for the position of Graduate Engineer - Intern with our Service Partner's payroll from July 2019 to Dec 2019.

Upon your acceptance of this Intent letter, and subject to you meeting all the applicable requirements under this Intent to offer, our Service Partner 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 Faurecia 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 the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate program within the stipulated period of 8 semesters with a minimum 65 percentage.
- 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 producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.
- d) 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.

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)
Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800 Corporate Identification Number: U34300PN2004PTC019215 www.faurecia.com

Classification - FAURECIA - INTERNAL Classification Date - 3/6/2019 4:08:02 PM





Please note that you will be hired as a Graduate Engineer Intern on our Service Partner's payroll from July 2019 to Dec 2019.

If your performance is not satisfactory, the management reserves the right to extend or terminate your services.

You are expected to join us on 1 July 2019.

You would be given a stipend of Rs. 350,000 /- per annum.

Kindly revert as a token of your formal acceptance of the terms and conditions herein.

We take this opportunity to welcome you into Faurecia family and look forward to a very fruitful association with you.

Yours Sincerely,

Faurecia India Ltd,

SEA -Accepted 28/03/2019

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)
Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800 Corporate Identification Number: U34300PN2004PTC019215 www.faurecia.com

Classification - FAURECIA - INTERNAL Classification Date - 3/6/2019 4:08:02 PM



faurecia

Dear Sameer,

Congratulations!

We are pleased to extend this intent to offer for the position of Graduate Engineer - Intern with our Service Partner's payroll from July 2019 to Dec 2019.

Upon your acceptance of this Intent letter, and subject to you meeting all the applicable requirements under this Intent to offer, our Service Partner 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 Faurecia 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 the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate program within the stipulated period of 8 semesters with a minimum 65 percentage.
- 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 producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.
- d) 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.

Faurecia India Private Limited

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Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800 Corporate Identification Number: U34300PN2004PTC019215 www.faurecia.com

Classification - FAURECIA - INTERNAL Classification Date - 3/6/2019 4:10:41 PM





Please note that you will be hired as a Graduate Engineer Intern on our Service Partner's payroll from July 2019 to Dec 2019.

If your performance is not satisfactory, the management reserves the right to extend or terminate your services.

You are expected to join us on 1 July 2019.

You would be given a stipend of Rs. 350,000 /- per annum.

Kindly revert as a token of your formal acceptance of the terms and conditions herein.

We take this opportunity to welcome you into Faurecia family and look forward to a very fruitful association with you.

Yours Sincerely,

Faurecia India Ltd,

Salute Accept 28-4-2019

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)
Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800 Corporate Identification Number: U34300PN2004PTC019215 www.faurecia.com

Classification - FAURECIA - INTERNAL Classification Date - 3/6/2019 4:10:41 PM



Mr. Kuldeepak SHARMA,

March 29, 2019

LETTER OF OFFER

Dear Kuldeepak,

Apropos to the discussions held with you, we are pleased to offer you employment designated as "Engineer-R&D" with Michelin India Technology Center LLP, on mutually agreed terms and conditions. Your annual Cost To Company will be INR 750000/-. The detailed break-up of the salary is attached as per Annexure 'A'. A snapshot of other benefits is attached as Annexure 'B'.

The formal letter of appointment will be issued on your confirmation to our offer and will be subject to the satisfactory completion of the reference check, check of relevant documents and to your being found medically fit by the Company. Also you would be required to sign the Non Compete and Non Solicitation Agreement at the time of joining. The offer to appointment shall be automatically withdrawn if you are found unfit on medical examination, or if you fail to clear the reference and documentary check.

Please note that in order to process your application we shall be conducting verification of your resume as well as performing background checks. In case you do not agree to the resume verification and the background checks please inform us immediately that you wish to withdraw your resume"

You will be required to submit the following documents on joining:

- 1. Copies of certificates testifying your educational qualifications and experience.
- 2. Certificate of Age proof.
- 3. Ten copies of recent passport size color photograph.
- 4. Proof of last drawn salary from your previous employer.
- 5. Income Tax statement / Certificate from your previous employer in fulfillment of your requirement of statute in force (form 16 A).
- 6. ID Proof (in specific a Copy of your Passport/PAN & Aadhaar card)
- 7. Relieving letter from previous employer.
- Marriage Proof or Wife Passport copy/Child Birth Certificate

Your initial place of reporting will be at World Trade Centre, Tower # 4, Floor No # 5, Survey No # 1, MIDC Knowledge Park, Pune - 411014 and you will report for joining services on July 15,2019 at 0900 hrs at the above-mentioned address.

Michelin

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in

Page 1 of 5



However, you are liable to be transferred to any other offices or branch office of the Company or in any of the joint ventures, affiliates or associated companies as may be required from time to time, whether located in India or abroad. It shall be the Company's sole discretion to decide its necessities and a suitable position for you from time to time, for you to work within the Company.

The terms & conditions applicable to such other place/establishment will apply to you consequent upon your transfer. In the event of your not joining the duty at the place to which you are transferred, within seven days of the date mentioned in the transfer order, you shall be deemed to have relinquished and resigned from your employment and you shall cease to be in our employment.

You are requested to sign and return a copy of this letter as a token of your acceptance of our offer.

Yours faithfully,

for Michelin India Technology Center LLP

Deepak NAYAR

Head Site - SP (Pune)

Offer accepted Thankyou Kildeepak

Michelin India Technology Center LLP

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Page 2 of 5



Annexure 'A' - Detailed Break up of Salary

Name of the Candidate - Kuldeepak SHARMA

	PARTICULARS		
Salary and Allowances		Monthly (INR)	Yearly (INR)
Basic Salary		25000	300000
Flexible Allowances		34500	414000
Employers' contribution to Provident Fur	d	3000	36000
Total CTC	INR.	62500	INR. 750000
Fle	xible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease pro	gram)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annu		
Telephone Expense Reimbursement	0 - 50,000 per annum		
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per ann		
Running & Maintenance reimbursement and/or Driver reimbursement	Car less than 1600 cc: 21,600 per annum Car greater than 1600 cc: 28,800 per annum Two Wheeler: 10,800 per annum		
Car Lease Program	Up-to 30% of CTC, inclusive of: Car Lease rental Fuel/R&M reimbursement: up-to 1,80,000 per annum Driver reimbursement: up-to 1,80,000 per annum		
National Pension Scheme (NPS)	0%, 2.5%, 5%, 7.5% or 10% of annu	al basic salar	у
Compensatory Allowance	Difference of 'Flexible Allowances above allowances opted - paid on		

^{*} For more details, please refer "Salary Structure & Reimbursement Guidelines"

for Michelin India Technology Center LLP

Deepak NAYAR

Head Site - SP (Pune)

Juyer

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in

Registered Office: Orchid Business Park 3rd Floor, Sector-48, Sohna Road Gurugram-122002, Haryana, INDIA



I confirm and accept the terms and conditions of your offer letter and shall be joining on

Note: To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	
Present Address	
Permanent Address	
Mobile - 1	
Mobile - 2 (if any)	
Telephone	
Signature	
Date	
Place	

guya-

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in

Registered Office: Orchid Business Park 3rd Floor, Sector-48, Sohna Road

Gurugram-122002, Haryana, INDIA



Annexure 'B' - Other Benefits

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	Upto 7% (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy (Applicable from Jan 2020 and payable in May 2021)
T dy / Dollas	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
Retirals/ Long term Incentives	Long Service Award	INR 21,000/-	Paid on completion of every five years of service
	Employee Shareholder Plan	Allows employee to own Michelin shares at substantially discounted prices	Launched every two years by the Michelin Group
Insurance	Group Medi-Claim Insurance	INR 400,000 - for self and family	Coverage as per policy terms. Does not include parents
	Group Term Life Insurance	5 times of annual CTC - for employee	
Benefit	Group Personal Accident Insurance	5 times of annual CTC - for employee	Coverage as per policy terms
	Medical insurance for parents at subsidized cost		
Company	Free Tyres	Free Michelin tyres	Once in two years
Tyres	Discounted Tyres	15% discount for a maximum of 24 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

Note: All policies are subject to change at Management discretion

end of page-

Mechanical pept 2019 Batch



Mr. Rohit KADAM,

March 29, 2019

LETTER OF OFFER

Dear Rohit,

Apropos to the discussions held with you, we are pleased to offer you employment designated as "Engineer-R&D" with Michelin India Technology Center LLP, on mutually agreed terms and conditions. Your annual Cost To Company will be INR 750000/-. The detailed break-up of the salary is attached as per Annexure 'A'. A snapshot of other benefits is attached as Annexure 'B'.

The formal letter of appointment will be issued on your confirmation to our offer and will be subject to the satisfactory completion of the reference check, check of relevant documents and to your being found medically fit by the Company. Also you would be required to sign the Non Compete and Non Solicitation Agreement at the time of joining. The offer to appointment shall be automatically withdrawn if you are found unfit on medical examination, or if you fail to clear the reference and documentary check.

Please note that in order to process your application we shall be conducting verification of your resume as well as performing background checks. In case you do not agree to the resume verification and the background checks please inform us immediately that you wish to withdraw your resume"

You will be required to submit the following documents on joining:

- 1. Copies of certificates testifying your educational qualifications and experience.
- 2. Certificate of Age proof.
- 3. Ten copies of recent passport size color photograph.
- 4. Proof of last drawn salary from your previous employer.
- 5. Income Tax statement / Certificate from your previous employer in fulfillment of your requirement of statute in force (form 16 A).
- 6. ID Proof (in specific a Copy of your Passport/PAN & Aadhaar card)
- 7. Relieving letter from previous employer.
- 8. Marriage Proof or Wife Passport copy/Child Birth Certificate

Your initial place of reporting will be at World Trade Centre, Tower # 4, Floor No # 5, Survey No # 1, MIDC Knowledge Park, Pune - 411014 and you will report for joining services on Dec 03,2019 at 0900 hrs at the above-mentioned address.

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Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in

Page 1 of 5

Registered Office: Orchid Business Park 3rd Floor, Sector-48, Sohna Road Gurugram-122002, Haryana, INDIA



However, you are liable to be transferred to any other offices or branch office of the Company or in any of the joint ventures, affiliates or associated companies as may be required from time to time, whether located in India or abroad. It shall be the Company's solc discretion to decide its necessities and a suitable position for you from time to time, for you to work within the Company.

The terms & conditions applicable to such other place/establishment will apply to you consequent upon your transfer. In the event of your not joining the duty at the place to which you are transferred, within seven days of the date mentioned in the transfer order, you shall be deemed to have relinquished and resigned from your employment and you shall cease to be in our employment.

You are requested to sign and return a copy of this letter as a token of your acceptance of our offer.

Yours faithfully,

for Michelin India Technology Center LLP

Deepak NAYAR

Head Site - SP (Pune)



I confirm and accept the terms and conditions of your offer letter and shall be joining on 3rd Dec, 2019

Note: To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	Rohit Rajendra Kadam
Present Address	SR.NO. 20/2/1/34, VPnayak poulk, Dighi, pure-15
Permanent Address	SR.NO. 20/2/1/34, Venorgak park, Dight, pune-15
Mobile - 1	8421603692
Mobile - 2 (if any)	9284895059
Telephone	
Signature	Glithadam
Date	9th April, 2019
Place	MIT AOE

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in



Annexure 'A' - Detailed Break up of Salary

Name of the Candidate - Rohit KADAM

	PARTICULARS		
Salary and Allowances		Monthly (INR)	Yearly (INR)
Basic Salary		25000	300000
Flexible Allowances		34500	414000
Employers' contribution to Provident Fun	d	3000	36000
Total CTC	IN	R. 62500	INR. 750000
Fle	xible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease p	rogram)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annu		
Telephone Expense Reimbursement	0 - 36,000 per annum		
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per ann		
Running & Maintenance reimbursement and/or Driver reimbursement	Car less than 1600 cc: 21,600 per annum Car greater than 1600 cc: 28,800 per annum Two Wheeler: 10,800 per annum		
Car Lease Program	Up-to 30% of CTC, inclusive of: Car Lease rental Fuel/R&M reimbursement: up-to 1,80,000 per annum Driver reimbursement: up-to 1,80,000 per annum		
National Pension Scheme (NPS)	0%, 2.5%, 5%, 7.5% or 10% of ann	ual basic salar	у
Compensatory Allowance	Difference of 'Flexible Allowance above allowances opted - paid o	es' and total va n a monthly ha	lue of all the

* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for Michelin India Technology Center LLP

Deepak NAYAR

Head Site - SP (Pune)

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878

www.michelin.in

Registered Office: Orchid Business Park 3rd Floor, Sector-48, Sohna Road Gurugram-122002, Haryana, INDIA Page 4 of 5



Annexure 'B' - Other Benefits

Category	Component	Value	Remarks	
Variable Pay/Bonus	Variable Pay	Upto 7% (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy (Applicabl from Jan 2020 and payable in May 2021)	
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)	
	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'	
Retirals/ Long term Incentives	Long Service Award	INR 21,000/-	Paid on completion of every five years of service	
	Employee Shareholder Plan	Allows employee to own Michelin shares at substantially discounted prices	Launched every two years by the Michelin Group	
	Group Medi-Claim Insurance	INR 400,000 - for self and family	Coverage as per policy terms. Doe not include parents	
nsurance	Group Term Life Insurance	5 times of annual CTC - for employee		
Benefit	Group Personal Accident Insurance	5 times of annual CTC - for employe :	Coverage as per policy terms	
	Medical insurance for parents at subsidized cost	·		
ompany	Free Tyres	Free Michelin tyres	Once in two years	
yres	Discounted Tyres	15% discount for a maximum of 24 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year	

Note: All policies are subject to change at Management discretion

-end of page-

Michelin India Technology Center LLP

Tel.: 0124 673 7777 Fax: 0124 673 7878 www.michelin.in

Page 5 of 5



CONFIDENTIAL

June 26, 2019

Mr. Pratik Uday Kathale Near Hanuman Mandair. Lahariya Nagar, Akola Maharashta - 444001

Dear Pratik,

Sub: Your Traineeship

This refers to your application for the post of trainee and the subsequent interviews you had with us.

We are pleased to offer you an enriching career with our organization and appoint you as per the details given below and the attached Standard Terms and Conditions.. This appointment is subject to your being found medically fit by our medical practitioner, your reference/antecedent check and verification of your original education and employment documents.

1. Designation Graduate Engineer Trainee

2. Grade GET

3. Division Abrasives

4. Reporting To Anwesa Sen

Head - Human Resources

INDEC, Finance & Abrasives Business

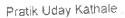
5. Location Training will start in Grindwell Norton Ltd - Mora

Place of appointment will be informed post

completion of Training

Joining Date On or before, July 08, 2019

7. Training Period 1 Year





8. Emoluments

Your emoluments will comprise of a Gross Annual Compensation (GAC) and Variable Pay (Incentive/Bonus) as follows:

8a. Gross Annual Compensation (GAC)	mount in Rupees per annum
Basic	Rs. 1_80,000/-
House Reπt Allowance	Rs. 1,40,405/-
Communication Allowance	Rs. 7,200/-
Leave Travel Allowance	Rs. 15.000/- Rs. 16.800/-
Bonus 9 179/ of Rasio	
Long Term Benefits @ 17% of Basic Provident Fund -12%	Rs. 30.600/-
Gratuity - 5% (notional)	De 3.00.005/-
Gross Annual Compensation	Rs. 3,90,005/-

8b. Variable Pay:

You will be entitled to a Variable Pay (i.e., Incentive/Bonus) as per the scheme fixed by the Company. This incentive will be in lieu of Bonus due to you, if any, under the Payment of Bonus Act Variable Pay will be paid annually and certain administration rules will be applicable as per the scheme which will be communicated to you on your joining. The Variable Pay will be upto a maximum of 35% of your Gross Annual Compensation (GAC) and will be based on your Individual and Business Performance.



Pratik Uday Kathale



9. Others

You will be entitled to other Benefits including:

- Mediclaim Insurance coverage for self and family
- Group Personal Accident Insurance Coverage, etc. applicable, as per Company rules

Income Tax on the above emoluments will be deducted at source, according to the current income Tax laws

You will abide by the Service agreement in existence for the GET Program as per the Company policy.

Adherence to Saint-Gobain Principles of Conduct & Action and Saint-Gobain India Code of Conduct for Employees is a requirement for all employees of the Saint-Gobain Group in India (copies attached).

Request your acceptance by duly signing and returning duplicate copies of:

- 1... Appointment Letter
- 2. Standard Terms and Conditions of Appointment
- 3. Group Principles of Action and Principles of Conduct

Request you to bring the documents as per Annexure – A at the time of joining in order to complete your joining formalities.

We welcome you to join us for a bright and rewarding career with the Saint-Gobain Group.

Yours sincerely,

For GRINDWELL NORTON LIMITED

Anwesa Sen

Head - Human Resources

INDEC, Finance & Abrasives Business

Enclosures:

- Standard Terms and Conditions of Employment
- The Saint-Gobain Principles Of Conduct and Action
- Saint-Gobain India Code of Conduct
- ACT Whistle Blower Policy

		will join on
 Place:	Date:	Signature
	9.5	
	y *	Name:





Annexure - A

LIST OF DOCUMENTS REQUIRED AT THE TIME OF JOINING:

- Three passport size photographs (business formals with white background)
- One set of photo copies of the following documents together with originals for our verification
 - Birth Certificate (SSLC or equivalent Pre-College Certificate)
 - Educational Certificates.
 - i. Proof of examination passed, including the name of the Institute and
 - Percentage of marks obtained, etc.
 - Employment Certificates (where applicable).
 - i. Relieving Letter/Service Certificate
 - ii. Proof of last salary drawn with the previous employers (including the last employment)
 - d. Copy of PAN Card
 - e. Copy of Passport (if available)
 - Copy of Aadhar Card (mandatory)
 - Copy of Driving License (if available)
 - Copy of UAN Card









Mr. Aakash Mane, MIT, AOE

Dear Aakash,

Dolvi Works: Geetapuram,

Dolvi, Taluka - Pen,

Dist Raigad - 402 107, Maharashtra, India. : L27102MH1994PLC152925 CIN.

Phone : +91 2143 277501-15 Fax : +91 2143 277533/42

Website : www.jsw.ln

17th April 2019

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 'LO8T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra The appointment will be subject to the following terms and conditions:

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 12th August 2019 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 30th April 2019 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

Received & Accepted
[Aakash Koravi Mane]

Regd. Office: JSW Centre, Bandra Kurla Complex, Bandra(East), Mumbai - 400 051.

Phone : +91 22 4286 1000 : +91 22 4286 3000

JINDAL Part of O.P. Jindal Group



MIT, AOE



Dolvi Works: Geetapuram,

Dolvi, Taluka - Pen,

Dist Raigad - 402 107, Maharashtra, India. : L27102MH1994PLC152925

Phone : +91 2143 277501-15 : +91 2143 277533/42

Website: www.jsw.in

17th April 2019

Dear Guruningappa,

Mr. Guruningappa Dulange,

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 'LO8T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra The appointment will be subject to the following terms and conditions:

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.
- You are requested to report at JSW Steel Ltd, Dolvi Works on 15th October 2019 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
- 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 30th April 2019 failing which it will be construed that you are not interested in joining us.

Thanking you, Yours falthfully,

FOR JSW STEEL LIMITED

Kanak K Singh VP - HR

Received & Accepted
[Guruningappa Dulonge]

Regd. Office: JSW Centre, Bandra Kurla Complex, Bandra(East), Mumbai - 400 051.

Phone :+91 22 4286 1000 Fax : +91 22 4286 3000

JinDAL Part of O.P. Jindal Group





Mr. Ritesh Giri, MIT,AOE

Dear Ritesh,

Steel Limited

Dolvi Works: Geetapuram,

Dolvi, Taluka - Pen,

Dist Raigad - 402 107, Maharashtra, India.

: L27102MH1994PLC152925

Fax

Phone : +91 2143 277501-15 : +91 2143 277533/42

Website: www.jsw.in

17th April 2019

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 'LO8T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra The appointment will be subject to the following terms and conditions:

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.
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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.
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Kindly confirm acceptance of the above offer via email on or before 30th April 2019 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

INDAL 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





Vikas Singh <vsslngh@admin.maepune.ac.in>

campus results @ Go speedy Go

1 message

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

Fri, Jan 4, 2019 at 4:14 PM

Attached Results of selection of GO speedy Go

MIT Pune Drive.xlsx 12K

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SL#	Name	Mech	DM	parthpatil1312@gmail.com	9145148305
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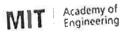
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21	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	8000803103





TO.

TWIN ENGINEERS PVT. LTD.

WHOMSOEVER IT MAY CONCERN

Sub: Offer Letter.

- 5. This is to hereby certify that; we have appointed Mr. Pal Raj Dharamsingh Sales & Marketing Engg students from MIT College of Engineering, Pune.
 - 4. Joining Date: The above mentioned candidates will join duties with effect from 15th June 2018.
 - 5. Remuneration: Remuneration has been discussed at the time of final interview
 - 6. **Bond:** The candidates are required to sign a bond for the time duration of 3 years starting from the date of joining.

This letter is being issued in duplicate. Kindly, return the duplicate copy signed by you, as a confirmation of you having accepted the terms & conditions contained herein.

We welcome you and look forward to mutually beneficial association.

Thanking you,

FOR TWIN ENGINEERS PVT. LTD.

RECEIVED. & ACCEPTED

ARUNA WALHEKAR

MANAGER-HR



REGD. OFFICE: J-524, MIDC, Bhosari, Pune - 411 026. Tel.: (020) 2713 0626, 2713 0118 Fax: 91-020-2713 0849 E-mail: mktg@twinengineers.com CIN NO.: U29299MH1990PTC056380 GSTIN: 27AAACT6837F1Z8



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Vikas Singh <vssingh@admin.maepune.ac.in>

campus results @ Go speedy Go

1 message

roy mathew <mitaoeroy@gmail.com>

To: cmd@mitaoe.ac.in

Fri, Jan 4, 2019 at 4:14 PM

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21	Rajeev Manoj Sadhu	MBA	1011	rajecysadiisassae protest	

3/29722, 11:38 AM

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21	Rajeev Manoj Sadhu	MBA	MT	rajeevsadhu1995@gmail.com	800080310.	







roy mathew 9 Jan

to cmd 🗸



HCL Technologies has selected the following students

- 1. Shobhit Goyal BE Computer
- "Ž". Shubham Bhujbal BE Computer
 - 3. Rahul Kumbhar BE Mechanical
 - 4. Aditya Golawar BE- Electronics

We wish them all the best !!!



Jayant Patkar <jdpatkar@mitaoe.ac.in>

Fwd: Teknovance: Campus selections_2019 batch

1 message

Vikas Singh

To: jdpatkar@mitaoe.ac.in

Thu, May 12, 2022 at 4:43 PM

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

From: Anil Kumar Pacha <anilpacha@gmail.com>

Date: Thu, May 12, 2022 at 4:07 PM

Subject: Fwd: Teknovance: Campus selections_2019 batch

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

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

From: Anil Kumar <anilpacha@gmail.com>

Date: Fri, Dec 14, 2018 at 2:29 PM Subject: Teknovance: Campus selections To: roy mathew <mitaoeroy@gmail.com>

Cc: <principal@maepune.ac.in>

Dear Sir,

Teknovance Solutions has selected the following MIT AOE students from the campus recruitment process conducted at MIT:

- 1. Prathmesh Lokare BE Mechanical
- 2. Tushar Gaikwad BE Mechanical

Please find herewith the formal mail communication received from the company in this regard.

Regads,

Anil Kumar Pacha Training & Placement

From: <jobs@teknovance.com>
Date: Wed, Dec 12, 2018 at 6:25 PM
Subject: Selected students : Mech
To: <hemant.mali@mitcoe.edu.in>

Dear Mr. Hemant Mali,

Extremely sorry for the delay on reverting the status of Tushar & Prathamesh.

1 of 2 13-05-2022, 08:51

We are glad to inform you that Tushar Gaikwad & Prathamesh Lokare are selected from final round of interview.

Congratulations to both of them!!

Thanks & Regards

Amruta Joshi

TA Executive- HR | Indovance Inc.

O - 8459557406 | E - jobs@teknovance.com | W - www.indovance.com |

www.indpremedia.com

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cid:image005.png@01D37B60.E843A320

2 of 2



Teknovance Solutions Pvt. Ltd. CIN-U72900-PN-2005-PTC-020114

4th Floor, Navale Prestige, Above Union Bank, Mumbal Bangalore Highway, Narhe, Pune 411041 Phone: 020-67526400

Doc. No.: TK/HR/DI/FR/08

Eff. Date .: 1-June-19

Rev. No.: 01

Ref: TSPL/2019/684

Date: 17-Jun-19

To,

Dear Mr./Ms. Tushar Vilas Gaikwad

Address:

S/O Kivan Nanduri Road, Post Sakorepada Sakora, Nashik, Maharashtra- 423501

SUBJECT: OFFER CUM APPOINTMENT LETTER

Dear Tushar,

With reference to your application and the subsequent discussions with you, we are pleased to offer you employment at Teknovance Solutions Pvt. Ltd. (referred as "Company" hereafter) on the following terms and conditions:

1. Designation

- 1.1 You will be designated as "Design Engineer" in "Mechanical" Department.
- 1.2 Your employment will commence on or before "17-Jun-19".

2. Salary

- 2.1 Your annual cost to company (CTC) will be Rs. 249994 PA.
- 2.2 A detailed break-up of your compensation is as below -

Salary Components	Monthly	Yearly
Basic	Rs. 6985	Rs. 83820
House Rent Allowance (HRA)	Rs. 2794	Rs. 33528
Food Subsidy	Rs. 1000	Rs. 12000
Sodexo Meal Coupons	Rs. 0	Rs. O
Leave Travel Allowance (LTA)	Rs. 750	Rs. 9000
City Compensatory Allowance (CCA)	Rs. 6129	Rs. 73548
Ex-Gratia	Rs. 0	Rs. 0
Statutory Bonus	Rs. 582	Rs. 6982
PF: Company Contribution	Rs. 1802	Rs. 21624
ESI Company Contribution	Rs. 791	Rs. 9492
Fixed Pay	Rs. 20833	Rs. 249994

CONFIDENTIAL

Prepared by: PP Approved by: AG Page 1 of 9



Essar Oil and Gas Exploration and Production Ltd. Essar House 11 K. K. Marg Mahalaxmi Mumbai - 400 034 India

Corporate Identity Number: U11203GJ2016PLC091903

T +91 22 6660 1100 F +91 22 6666 9429 E eogepl@essarenp.co.in

November 27, 2019

Mr. Vinay Bansod MIT Pune

Dear Mr. Banspd

Further to your interview with us, we are pleased to offer you the position of Assistant Manager with Fiscal Oil and Gas Exploration and Production Ltd. at level M-10 based at Durgapur Location.

You will be paid emoluments as per the enclosed annexure. The detailed appointment letter will be issued to you at the time of joining the company.

You will be required to join the company on January 02, 2020. Kindly sign a copy of this letter in acceptance of the offer and return the same for our records.

The offer is subject to:-

- You declared being medically fit as per the pre-employment medical test report.
- Successful clearance of Background verification that would be conducted to verify
 Education and Educational history provided by you on your date of joining.

You are requested to bring the below mentioned, at the time of joining, this would facilitate smooth completion of joining formalities.

- 4 recent passport size photographs.
- Proof of age.
- Pan card copy
- Educational Qualification certificates
- Aadhar card copy

We look forward to you joining our organization and to a mutually beneficial association.

Kind Regards

For Essar Oil and Gas Exploration and Production Ltd.

Glyniss Fernandes Head -Human Resources

Signed & Accepted Vinay Bansod



		COMPEN	SATION STRUCTURE	
SAP Code	0	Company	Essar Oil And Gas Exploration And Production Limited	
Level	M-10	Location	Durgapur	
Name	Vinay Bans	od		
SAL-ARY COMMONIST	Welvestor ANNUM (Rs.) (Rs.)		RENVARIES	
			BASE PAY	
Basic	15,000	1,80,000	Basic Salary is fixed guaranteed sum paid monthly. It is capped between 15% to 40% of CTC. The retiral benefits and HRA is linked to Basic.	
HRA / Notional Value	5,000	60,000	House Rent Allowance is an optional component paid monthly. It is capped at 60% of 'Basic' for metros and 50% of 'Basic' for non metros	
Personal Allowance	6,367	76,404	Special Allowance is fixed guaranteed sum paid monthly. It is a 'fitment' allowance. It does not have any link to the retirement benefits or any other element of compensation.	
Washing Allowance	1,000	12,000	Uniform Maintenance Allowance is a fixed guaranteed sum of Rs. 1,000 p.m., for all employees at the plant location.	
Total	27,367	3,28,404		
	200	RE	TIRALS BENEFIT	
Provident Fund	1,800	21,600	Provident Fund a contributory benefit, an employer contributes 12% of basic salary of the employee and similar amounts gets deducted from the monthly salary as employee contribution.	
Total	1,800	21,600		
Grand Total	29,167	3,50,000	Annual Total Potential to Earn	
		0	THER BENEFITS	
Mobile bill Reimbursement		125	Per month	
Health Insurance	2,5	0,000	For self, spouse and first two dependent children	
Group Accident Policy		00,000	For Self	
Gratuity	It is paid when you retire or resign from the organization provided you complete 5 years of continuous service.			

Further details on the Other Benefits can be found on the "thirdeye" portal.

The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.







MaGL/PHR/003 27th May, 2019

Mr. Swapnil Chaudhari Yash Hostel Near, Dehu Phata Alandi, Pune - 412 105

Dear Swapnil,

Sub: Offer of facility of Training as Graduate Engineer Trainee - 2019

This has reference to your application and the subsequent 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 shall 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.
- Notice period for resignation from training facility is one month. 4.
- You will be governed by the rules and regulations of the Company. 5,
- Please note that during the period of facility for training you are liable to transferred to any unit / 6. 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.

We would communicate to you the date of joining shortly.

With best wishes for a fruitful career in Mahesh Gas Limited.

Yours faithfully

For Mahesly Gas Limited

Prakash Sajnani Vice President - HR Accepted

Date





MaGL/PHR/004 27th May, 2019

Mr. Akash Potdukhe Yash Hostel Near, Dehu Phata Alandi, Pune - 412 105

Dear Akash,

Sub: Offer of facility of Training as Graduate Engineer Trainee - 2019

This has reference to your application and the subsequent 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:

- 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 shall be subject to your successful completion of training.
- 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.

We would communicate to you the date of joining shortly.

With best wishes for a fruitful career in Mahesh Gas Limited.

Yours faithfully

For Mahesh Gas Limited

Prakash Sajnani Vice President – HR Accepted Pottuche
Date 04-06-2019

MAHESH GAS LIMITED

CIN: U40106PN2015PLC181399

Registered Office: 106, 1st Floor, Tower I, World Trade Centre, Kharadi, Pune - 411014, Maharashtra Contact: 171778704000 / +917798504000 | Web: www.maheshgas.com | Email: mail@maheshgas.com





SMS India Pvt. Ltd. 286, Udyog Vihar, Phase – II, Gurgaon – 122 016, Haryana/ India Phone: + 91 (0) 124 435 - 15 00 Fax : + 91 (0) 124 435 - 17 03 http://www.sms-group.com

Mr. Bapu Mahadev Kharat MIT Academy of Engineering Alandi Pune

Your Reference

Reference Date

(Phone: + 91 (0) 124

Fax: + 91 (0) 124

Our Reference

E-mail:

Gurugram

435 - 15 00 Extn.- 16 73 435 -17 03

LOE/020419/26

sumeet.mathur @sms-group.com 2019-04-02

Dear Mr. Kharat,

With reference to the test / interview you had with us recently, we are pleased to induct you as Graduate Engineer Trainee.

You will be on a fixed term training of one year from the date of your joining. During the training period your CTC will be ₹33,500/month.

Please make arrangement to join our Company on July 01, 2019 at our Pune office.

Detailed terms and conditions of Traineeship shall be issued on your joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance.

Best regards,

SMS India Pvt. Ltd.

Ismail Jara

Vice President

Function Head - Human Resources & Administration

Received and Accepted

04/04/19

Board of Management Marc Hoffmann Ravi Shankar Sankaran Ulrich Greiner-Pachter Registered Office: 8 – 402, Somdutt Chambers - I 5, Bhikaji Cama Place, New Delhi - 110 068, India

An ISO 9001 - 2008 Company CIN - U74140DL1994PTC117043



Letter of Intent-Final Placement

Date: March 12, 2019

Dear Shubham Suresh Patil,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive - Client Servicing CTC -3,00,000/- LPA Location - Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela Senior Manager -Human Resources

Advant Navis Business Park, Plot no.7, 7th & 8th Floor, Sector - 142, Noida, UP Toll Free: 1800-200-4444 E: customercare@indiamart.com Website: www.indiamart.com

Documents required for issuing the offer letter

We request you to send the below listed documents at Priyanka.bhardwaj@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1. PAN Card (Please apply if you do not possess one and share acknowledgement with
- 2. Aadhar Card (Please apply if you do not possess one and share acknowledgement
- 3. Valid Driving License and 2-Wheeler RC
- 4. 10th Marksheet
- 5. 12th Marksheet
- 6. All semester wise marksheet for Graduation (in case of any backlog, please share all marksheets)
- 7. All semester wise marksheet for Post-Graduation
- 8. No Objection Certificate from College/Institute or Provisional Degree

Should you have any queries, please feel free to contact Ms. Priyanka @ 7290043726.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Shubham Patil 13/3/19



SPECTRUM TALENT MANAGEMENT (P) LTD.

Letter of Intent-Final Placement

Date: March 12, 2019

Dear Ram Krishan,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive - Client Acquisition

CTC - 2,52,600/- LPA

Location -Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

YoursSincerely



Prerna Hajela Senior Manager -Human Resources

SPECTRUM TALENT MANAGEMENT (P) LTD.



Documents required for issuing the offer letter

We request you to send the below listed documents at Priyanka.bhardwaj@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1. PAN Card (Please apply if you do not possess one and share acknowledgement with us)
- 2. Aadhar Card (Please apply if you do not possess one and share acknowledgement with us)
- 3. Valid Driving License and 2-Wheeler RC
- 4. 10thMarksheet
- 5. 12th Marksheet
- 6. All semester wise marksheet for Graduation (in case of any backlog, please share all marksheets)
- 7. All semester wise marksheet for Post-Graduation
- 8. No Objection Certificate from College/Institute or Provisional Degree

Should you have any queries, please feel free to contact Ms. Priyanka Bhardwaj@7290043726

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

C - 142, SECTOR 63, NOIDA - 201301, TEL - 0120 - 3384800 - 900 VISIT US: WWW.SPECTRUMTALENT.CO.IN



IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Websita: www.indiamart.com

Letter of Intent-Final Placement

Date: March 12, 2019

Dear Sanket Shrinivas Kalantri,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive - Client Servicing CTC -3,00,000/- LPA
Location - Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela Senior Manager -Human Resources



Advant Navis Business Park, Plot no.7, 7th & 8th Floor, Sector - 142, Noida, UP Toll Free: 1800-200-4444

E: customercare@indiamart.com Website: www.indiamart.com

Documents required for issuing the offer letter

We request you to send the below listed documents at Priyanka.bhardwaj@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1. PAN Card (Please apply if you do not possess one and share acknowledgement with
- 2. Aadhar Card (Please apply if you do not possess one and share acknowledgement with us)
- 3. Valid Driving License and 2-Wheeler RC
- 4. 10th Marksheet
- 5. 12th Marksheet
- 6. All semester wise marksheet for Graduation (in case of any backlog, please share all marksheets)
- 7. All semester wise marksheet for Post-Graduation
- 8. No Objection Certificate from College/Institute or Provisional Degree

Should you have any queries, please feel free to contact Ms. Priyanka @ 7290043726.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date





SPECTRUM TALENT MANAGEMENT (P) LTD.

Letter of Intent-Final Placement

Date: March 12, 2019

Dear Manthan Kishore Goundadkar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive - Client Acquisition

CTC - 2,52,600/- LPA

Location -Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

YoursSincerely



Prerna Hajela Senior Manager -Human Resources



SPECTRUM TALENT MANAGEMENT (P) LTD.

Documents required for issuing the offer letter

We request you to send the below listed documents at Priyanka.bhardwaj@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1. PAN Card (Please apply if you do not possess one and share acknowledgement with us)
- 2. Aadhar Card (Please apply if you do not possess one and share acknowledgement with
- 3. Valid Driving License and 2-Wheeler RC
- 4. 10thMarksheet
- 5. 12th Marksheet
- 6. All semester wise marksheet for Graduation (in case of any backlog, please share all
- 7. All semester wise marksheet for Post-Graduation
- 8. No Objection Certificate from College/Institute or Provisional Degree

Should you have any queries, please feel free to contact Ms. Priyanka Bhardwaj@7290043726

I accept the terms conditions of this offer

(Candidate's Signature)

Manthan Goundadkar 13/03/19 Name and Date

> C - 142, SECTOR 63, NOIDA - 201301, TEL- 0120 - 3384800 - 900 VISIT US: WWW.SPECTRUMTALENT.CO.IN









WHOMSOEVER IT MAY CONCERN

TWIN ENGINEERS PVT. LTD.

Sub: Offer Letter.

- 1. This is to hereby certify that; we have appointed Mr. Dalavi Sudam -Sales & Marketing -Trainee Production Engg students from MIT College of Engineering, Pune.
 - 1. Joining Date: The above mentioned candidates will join duties with effect from 15th June
 - 2. Remuneration: Remuneration has been discussed at the time of final interview
 - 3. Bond: The candidates are required to sign a bond for the time duration of 3 years starting from the date of joining.

This letter is being issued in duplicate. Kindly, return the duplicate copy signed by you, as a confirmation of you having accepted the terms & conditions contained herein.

We welcome you and look forward to mutually beneficial association.

Thanking you,

FOR TWIN ENGINEERS PVT. LTD.

RECEIVED. & ACCEPTED

ARUNA WALHEKAR

MANAGER-HR







Date: 08th -May -2019

TWIN ENGINEERS PVT. LTD.

To,

WHOMSOEVER IT MAY CONCERN

Sub: Offer Letter.

This is to hereby certify that, we have appointed 3 students from MIT College of Engineering, Pune.

- 1. Hemant Wankhade Trainee Production Engg
- 2. Dalavi Sudam -Sales & Marketing
- 2. Pal Raj Dharamsingh Sales & Marketing
- 4. Ratansing Chanda Polymer Engg.
- 4. **Joining Date:** The above mentioned candidates will join duties with effect from 15th June 2018.
- 5. Remuneration: Remuneration has been discussed at the time of final interview
- 6. **Bond:** The candidates are required to sign a bond for the time duration of 3 years starting from the date of joining.

This letter is being issued in duplicate. Kindly, return the duplicate copy signed by you, as a confirmation of you having accepted the terms & conditions contained herein.

We welcome you and look forward to mutually beneficial association.

Thanking you,

FOR TWIN ENGINEERS PVT. LTD.

RECEIVED. & ACCEPTED

ARUNA WALHEKA

MANAGER -HR

REGD. OFFICE: J-524, MIDC, Bhosari, Pune - 411 026. Tel.: (020) 2713 0626, 2713 0118 Fax: 91-020-2713 0849 E-mail: mktg@twinengineers.com CIN NO.: U29299MH1990PTC056380 GSTIN: 27AAACT6837F1Z8



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



27th May 2019

Chetan Uday Duggal Hariganga Society,F1,1103,Near Phulenagar Rto, Alandi Road,Yerwada,Pune

Dear Chetan,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3rd October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

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. 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

Dig. No

Divya Jha

Director - Human Resources

Platament Received & Accepted Chetan Uday Duggal 28th May 2019

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 Johnson Controls

Website: www.johnsonconfrols.com CIN: U33130MH1995PTC111247

Salary Annexure

Name of the Employee

Chetan Uday Duggal

Grade

167

Designation

Graduate Engineer Trainee

Location

Bangalore

Proposed Salary Component	Amount (INR)		
D : 01	Per Month	Per Annum	
Basic Salary + DA	15000	180000	
Allowances	15811	189732	
Gross Salary (A)	30811	369732	
Provident Fund	1800	21600	
Gratuity	722	8664	
Total Retirals (B)	2522	30264	
Cost To Company (A+B)	33333	400000	

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

Ding No

For Johnson Controls (India) Private Limited

Divya Jha

Director - Human Resources

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



27th May 2019

Dipak Vishnu Waykar

Plot no-699, Walke wasti, Malibabhulgaon, Tal -Pathardi ,Dist -Ahmednagar

Dear Dipak,

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 four to six weeks. After the training you will be assigned to any of our Branch offices in India.

You are advised to join us on 3rd October 2019. Your detailed appointment letter will be issued to you on joining and completing the pre joining formalities.

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. 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

Ding No

Divya Jha

Director - Human Resources

Dipok Waykar 28/05/2019

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

Johnson Controls

Website: www.johnsoncontrols.com CIN: U33130MH1995PTC111247

Salary Annexure

Name of the Employee

¿ Dipak Vishnu Waykar

Grade

: 167

Designation

: Graduate Engineer Trainee

Location

: Bangalore

Proposed Salary Component	Amount (INR)		
	Per Month	Per Annum	
Basic Salary + DA	15000	180000	
Allowances	15811	189732	
Gross Salary (A)	30811	369732	
Provident Fund	1800	21600	
Gratuity	722	8664	
Total Retirals (B)	2522	30264	
Cost To Company (A+B)	33333	400000	

Other Benefits:

1. Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy

Yours sincerely,

For Johnson Controls (India) Private Limited

Ding No

Divya Jha

Director - Human Resources

Dipak. V. Waykar 28/05/2019

From: PRERNA

Sent: Tuesday, June 11, 2019 2:46 PM

To: Tanya Sindhi; Pranav

Cc: Knowledge Confluence; info tkc

Subject: Accommodation Request during Training

Dear Tanya,

Below mentioned candidates are scheduled to join on 17th June 2019, Monday. Kindly confirm if the company shall provide them accommodation during their initial training at Noida as was informed earlier.

				61
r. No.	Name	Contact No.		Joining Location
1	Aaqib Javid	7006311766	17th June	Chandigarh
2	Abrar Hussain Gatoo	8491080875	17th June	Chandigarh
3	Bhumika Bhardwaj	8699118189	17th June	Chandigarh '
4	Yasoob Abbas	7905554591	17th June	Lucknow
5	Ms. Jayati Sachinrao Deshmukh	9595368264	17th June	Rajasthan
6	Akshit Shashi Bhushan Sharma	7709585415	17th June	Maharashtra
7	Shubham Vikas Palaskar	8421250921	17th June	Maharashtra 💮
8	Abhishek Mishra	.9762159998	17th June	Bihar
9	Mohit Kumar	7066086562	17th June	Uttar Pradesh
10	Sameeksha Pradeep Nimjee	9527674765	17th June	Maharashtra
11	Shahrukh Pathan	8605120523	17th June	Maharashtra
12	Aman Gaur	9639669876	17th June	Uttar Pradesh
13	Reeya Mukherjee	7209273236	17th June	West Bengal
14	Supriya Anand	7978453093	17th June	Bihar
15	Rahul Sharma	8530066626	17th June	Rajasthan
16	Alfiya Akil Sheikh	9623940987	17th June	Maharashtra
17	Chanchal Prakash Mashalkar	8007500961	17th June	Maharashtra
Τ,	Chanchar Francosti III			

Thanks and Regards,

Prerna

From: PRERNA

Sent: Tuesday, June 11, 2019 2:46 PM

To: Tanya Sindhi; Pranav

Cc: Knowledge Confluence; info tkc

Subject: Accommodation Request during Training

Dear Tanya,

Below mentioned candidates are scheduled to join on 17th June 2019, Monday. Kindly confirm if the company shall provide them accommodation during their initial training at Noida as was informed earlier.

		7	100	Joining Location
Sr. No.	Name	Contact No.		
1	Aaqib Javid	7006311766		Chandigarh
2	Abrar Hussain Gatoo	8491080875	17th June	Chandigarh
3	Bhumika Bhardwaj	869,9118189	17th June	Chandigarh
4	Yasoob Abbas	7905554591	17th June	Lucknow
5	Ms.Jayati Sachinrao Deshmukh	9595368264	17th June	
6	Akshit Shashi Bhushan Sharma	7709585415	17th June	Maharashtra
7	Shubham Vikas Palaskar	8421250921	17th June	Maharashtra
8	Abhishek Mishra	.9762159998	17th June	
9	Mohit Kumar	7066086562	17th June	Uttar Pradesh
10	Sameeksha Pradeep Nimjee	9527674765	17th June	Maharashtra
11	Shahrukh Pathan	8605120523	17th June	Maharashtra
12	Aman Gaur	9639669876		Uttar Pradesh
13	Reeya Mukherjee	7209273236	17th June	West Bengal
14	· Supriya Anand	7978453093	17th June	Bihar
15	Rahul Sharma	8530065626		Rajasthan
16	Alfiya Akil Sheikh	9623940987		Maharashtra
17	Chanchal Prakash Mashalkar	8007500961	17th June	Maharashtra

Thanks and Regards,

Prerna



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	SMIS -	100		

Thanks and Regards,

Prerna



Fwd:

1 message

Vikas Singh <vssingh@admin.maepune.ac.in>
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Thu, May 12, 2022 at 11:12 AM

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

From: roy mathew <mitaoeroy@gmail.com>

Date: Fri, Jul 5, 2019 at 4:24 PM

Subject:

To: Vikas Singh <vssingh@admin.maepune.ac.in>

Sahil Shaikh (BE-Mechanical, 2019 batch), Techint Engineering, Mumbai



Storopack India Private Limited - Shed no. 1 & 2, H no. 3086, Gat no. 1157, Wadki, Dhava mile area, Saswad road, Pune-412308, India.

PERFECT PROTECTIVE PACKAGING

Storopack India Private Ltd. Shed no. 1 & 2, H no. 3086, Gat no. 1157, Wedki, Dhava mile area, Saswed road, Pune-412308, India.

Phone +91 20 26898320
Fax +91 20 26898321
peckaging India@storopack.com
www.storopack.in

CIN: U74999PN2012FTC149190

To, Akash Mitra,

Subject: Offer for the position of Graduate Engineer Trainee -

Hello Akash,

This is regarding the position of Graduate Engineer Trainee - Sales with Storopack India Pvt Ltd. We are pleased to inform you that, you have been selected for the position. We have decided to compensate your services at INR 15,000 per month.

You will join service from 6^{th} Nov 2019.

Post 6 months of service we shall review your performance for revision on designation and compensation. The compensation will be revised as per the company rules.

Request your confirmation in the form of a signed copy of this document.

Congratulations and we look forward to welcome you as a part of the Storopack Family.

For Storopack India Pvt Ltd.

Head HR



Fwd: Campus selection

1 message

Vikas Singh <vssingh@admin.maepune.ac.in> To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Thu, May 12, 2022 at 11:00 AM

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

From: roy mathew <mitaoeroy@gmail.com>

Date: Wed, Aug 21, 2019 at 7:55 PM

Subject: Campus selection To: <tp2019all@mitaoe.ac.in>

CareerManagement team heartily Congratulates StudentsSelected(2018-19 Batch)

Prochem Turnkey Projects Pvt. Ltd.

- 1) Akash Mitra
- 2) Christy Jacob
- 3) Aniket Mohite
- 4) Gulshan Patil
- 5) Onkar Bade

We wish them all the best !!!



Fwd: Campus selection

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- 2) Christy Jacob
- 3) Aniket Mohite
- 4) Gulshan Patil
- 5) Onkar Bade

We wish them all the best !!!





Vikas Singh <vssingh@admin.maepune.ac.in>

Campus selection

1 message

roy mathew <mitaoeroy@gmail.com> To: tp2019all@mitaoe.ac.in Fri, Aug 23, 2019 at 7:30 PM

CareerManagement team heartily Congratulates Student Selected (2018-19 Batch)

Dynaxcel has selected the following student

is. Snehal Gaikwad

We wish her all the best !!!





Storopack India Private Limited • Shed no. 1 & 2, H no. 3086, Gat no. 1157, Wadki, Dhave mile area, Saswad road, Pune- 412308, India.

PERFECT PROTECTIVE PACKAGING

Storopack India Private Ltd. Shed no. 1 & 2, H no. 3096, Gat no. 1157. Wadki, Dhava mile area, Saswed road, Pune- 412308, India.

Phone +91 20 26898320 Fax +91 20 26898321 packaging.india@storopack.com www.storopack.in

CIN: U74999PN2012FTC149190

To, Devendra Salonke,

Subject: Offer for the position of Graduate Engineer Trainee - Service

Hello Devendra,

This is regarding the position of <u>Graduate Engineer Trainee - Service</u> with Storopack India Pvt Ltd. We are pleased to inform you that, you have been selected for the position. We have decided to compensate your services at INR 15,000 per month.

You will join service from 3rd Sep 2019.

Post 6 months of service we shall review your performance for revision on designation and compensation. The compensation will be revised as per the company rules.

Request your confirmation in the form of a signed copy of this document.

Congratulations and we look forward to welcome you as a part of the Storopack Family.

For Storopack India Pvt Ltd.

Head HR

*





Storopack India Private Limited - Shed no. 1 & 2, H no. 3085, Gat no. 1157, Wadki, Dhave mile area, Saswad road, Pune-412308, India.

PERFECT PROTECTIVE PACKAGING

Storopack India Private Ltd. Shed no. 1 & 2. H no. 3085, Get no. 1157. Wadki, Dhava mile area, Saswad roed. Pune-412308. India.

Priorie +91 20 26898320 Fax +91 20 26898321 packaging india@storopack.com www.storopack.in

CIN: U74999PN2012FTC149196

To, Akash Mitra,

Subject: Offer for the position of Graduate Engineer Trainee - Sales

Hello Akash,

This is regarding the position of Graduate Engineer Trainee - Sales with Storopack India Pvt Ltd. We are pleased to inform you that, you have been selected for the position. We have decided to compensate your services at INR 15,000 per month.

You will join service from 6th Nov 2019.

Post 6 months of service we shall review your performance for revision on designation and compensation. The compensation will be revised as per the company rules.

Request your confirmation in the form of a signed copy of this document.

Congratulations and we look forward to welcome you as a part of the Storopack Family.

For Storopack India Pvt Ltd.

Head HR





RIECO INDUSTRIES LIMITED

A Wholly Owned Subsidiary of Sudarshan Chemical Industries Limited

PER/RI/2019-20 23rd September 2019

To, Ms. Sushmita Sarnaik, Narveer Panaji Wadi, Shivajinagar, Pune - 05

SUB: OFFER OF EMPLOYMENT

Dear Sushmita,

Further to the Interview you had with us, we are pleased to inform you that you have been selected as a Graduate Engineer Trainee (GET) in our Company in the M-10 Grade on the following terms and

Joining:

We expect you to join us on 03rd October 2019 at our Pune Head Office. In the event of your failure to join as stipulated, this offer will stand withdrawn and cancelled unless extended in writing.

Training & Probation:

Your Training & Probation will be for a period of One Year from the date of your joining. On the completion of your training & probation period your service may be confirmed in writing subject to the satisfactory performance.

Remuneration & Benefits:

You will be receiving a remuneration of Rs. 3 Lakhs per annum including your salary and other benefits & allowances. Apart from the remuneration you will receive Rs. 1.5 Lakh as a Loyalty Bonus after the successful completion of your Three Years of continuous service.

Rules & Regulation:

You will be governed by the terms and conditions of trainee agreement, staff regulations and rules as applicable by the company time to time.

The formal Letter of Appointment will be issued to you on your joining date.

You are requested to confirm acceptance of our offer. As a token of your having understood the terms and condition enumerated above, you may kindly sign the duplicate copy of this order and

Thanking you, For RIECO INDUSTRIES LTD

MANAGING DIRECTOR

Head Office: 1162/2, Shivajinagar, Behind Observatory,

Pune – 411 005 India

www.rieco.com

Phone: +91 20 25535384, 25535215

Fax: +91 20 25536545 E-mail: rieco@rieco.com

REGIONAL OFFICES: NEW DELHI MUMBAI CHENNAI KOLKATA



RIECO INDUSTRIES LIMITED



A Wholly Owned Subsidiary of Sudarshan Chemical Industries Limited

PER/RI/**2019-20** 23rd September 2019

To,
Ms. Tejswini Mahindrakar
Behind Cadcamguru Corp Ofc, Mohangar

SUB: OFFER OF EMPLOYMENT

Dear Tejswini,

Further to the Interview you had with us, we are pleased to inform you that you have been selected as a **Graduate Engineer Trainee** (GET) in our Company in the **M-10 Grade** on the following terms and condition:

Joining:

We expect you to join us on 03rd October 2019 at our Pune Head Office. In the event of your failure to join as stipulated, this offer will stand withdrawn and cancelled unless extended in writing.

Training & Probation:

Your Training & Probation will be for a period of One Year from the date of your joining. On the completion of your training & probation period your service may be confirmed in writing subject to the satisfactory performance.

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The formal Letter of Appointment will be issued to you on your joining date.

You are requested to confirm acceptance of our offer. As a token of your having understood the terms and condition enumerated above, you may kindly sign the duplicate copy of this order and return to us.

Thanking you,

For RIECO INDUSTRIES LTD

VIKAS BHLATIA

MANAGING DIRECTOR

Head Office: 1162/2, Shivajinagar, Behind Observatory,

Pune – 411 005 India

www.rieco.com

Phone: +91 20 25535384, 25535215

Fax: +91 20 25536545 E-mail: rieco@rieco.com

REGIONAL OFFICES: NEW DELHI MUMBAI CHENNAI KOLKATA

Contact

www.linkedin.com/in/prashant-nawale-126b3ba1 (LinkedIn)

Top Skills

Microsoft Office
Customer Service
Microsoft Excel

prashant nawale

Senior Research Fellow at Indian Institute of Technology, Bombay Mumbai

Summary

A focused and enthusiastic individual, with over three years of professional experience in a project-based environment mainly on simulations related to plume dispersion modeling. Experienced in all phases of the project lifecycle including; needs assessment, system integration, design, development and testing. Currently exploring opportunities to leverage my technical skills in the field of Aerospace & Defense industry at a higher level. Skilled in CAD software, Autodesk Inventor, Creo 3. 0, Hyperworks, Pro-E Wildfire and MS Office applications like Word, Excel and PowerPoint

Experience

Indian Institute of Technology, Bombay Senior Research Fellow July 2019 - Present (2 years 11 months) Mumbai, Maharashtra, India

Working on Smog Tower Modelling, at Delhi location for CPCB and DPCC projects

Saynak Hydraulics
Engineering Trainee
July 2017 - February 2018 (8 months)
Pune, Maharashtra, India

Education

MIT AOE Pune

Master of Technology - MTech, Mechanical Engineering/Mechanical Technology/Technician · (June 2017 - August 2019)

MIT AOE Pune

Bachelor of Engineering - BE, Mechanical Engineering · (June 2013 - August 2017)

Dr D A Ohara Jr College Sangamner Science , HSC · (May 2011 - June 2013)

ZAMIL STEEL BUILDINGS INDIA Pvt. Ltd.

Registered Office:

Office No. 101, First Floor, Almonte Software Park,S. No. 8, Plot No. 2, Kharadi, Pune 411014, Maharashtra, India. CIN: U74210PN2003PTC131123

Phone: +91 20 6719 4200 Fax: +91 20 6719 4349



A Subsidiary of Zamil Industrial Investment Co. (A Joint Stock Company) Saudi Arabia. An ISO 9001:2015, ISO 14001:2015,

OHSAS 18001:2007, and FM Approved Company

Ref No:ZS/HR/001/2020/094

21st February, 2020

To,

Jaydeep Raju Shingare MIT Academy Of Engineering, Pune

Subect: Offer of Employment

Dear Mr. Jaydeep Raju Shingare,

We are pleased to offer you the position of GET in Purchase Department (Location-Ranjangaon) with our Organisation on an annual salary of Rs. 3,00,000/- (Rupees Three lac only) details of which are shown in the attached Annexure.

Your CTC is inclusive of Festival Allowance/Exgratia, if any, as per the Payment of Bonus Act, Gratuity, Coverage for Group Personal Accident Policy and Group Mediclaim Policy.

You are requested to join on or before 24th February, 2020 at our Pune Head Office, failing which this offer stands cancelled.

Yours Sincerely,

FOR ZAMIL STEEL BUILDINGS INDIA PVT LTD.

Authorised Signatory



Plant Address: Plot No. B-32/2 MIDC Rajangaon, Vill-Dhoksangavi, Tal-Shirur, Dist-Pune- 412209, Maharashtra, India. T: +91 02138 611300 Sales Offices: Pune, Mumbai, Nagpur (Maharashtra), Vadodara (Gujrat), New Delhi (Delhi), Kolkata (West Bengal), Bhubaneswar (Orissa), Hyderabad (Telangana), Bangalore (Karnataka), Chennai (Tamil Nadu), Cochin (Kerala)

Other Manufacturing Facilities (ZHC): Dammam (KSA), Ras-Al-Khaima (UAE), Cairo & Sadat (Egypt), Hanoi, Ho chi min City (Vietnam)



ANNEXURE

Name Department Jaydeep RajuShingre Purchase

Component	Monthly Salary	Annual Salary
Basic	15,000	180,000
House Rent Allowance	450	5,400
Other Allowance	4,127	49,520
Uniform Allowance	1,250	15,000
Employer PF	1,950	23,400
GPA Premium*	83	990
Bonus	583	7,000
Festival Allowance / Exgratia	667	8,000
Gratuity*	720	8,640
Mediclaim Premium*	171	2,050
Grand Total CTC	25,000	300,000

The terms and conditions of employment shall be as under:

- You will receive allowances as mentioned above.
- Bonus, Gratuity, Provident Fund will be applicable as per the provisions of relevant enactments.
- Your employment will be subject to "Fit for Job" certificate by Pre-Employment Health checkup arranged by the Company.
- Medical benefits for Self, Spouse and Two Children (upto 25yrs old) as per the policy of the Company from the date of Joining till the date of Seperation for any reason whatsoever.
- ❖ You will be on the Training period for One year. If your performane during Training is not found satisfactory, the training period may be extended further at the sole discretion of the management.

Pune

Authorised Signatory
Ms. Anupama Chavan
DGM-HR & Admin

✓ I have gone through the offer letter and the terms mentioned therein are acceptable to me. I shall join the services of the company with effective from

Mr. Jaydeep RajuShingre

JHI/HR/

Casting End to End Solutions 1 9 JUL 2019

Date -

To. MR. ANIKET GAIKWAD AKHARWADI(CHAS), RAJGURUNAGAR PUNE MAHARASTRA 410 505

Sub: Engagement as GRADUATE ENGINEER TRAINEE

Dear MR. ANIKET GAIKWAD,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an opportunity of training at our plant at URSE works on the following terms and conditions.

1. Training Period

You will be on a training period for 1 year from the date of joining.

2. Stipend

You will be paid stipend of Rs. 22000 /- p.m. (Rs. TWENTY TWO THOUSAND ONLY) during the training period.

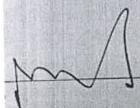
3. Termination

During the training period of 1 year, the Company reserves its right to terminate your training at any time without notice in case your progress is not satisfactory. In case Company observes any irregularity in attendance or your non participation in training process, Company shall be entitled to terminate the training without any notice.

4. General

- You will abide by the Rules & Regulations applicable to you which are 1) in force for the time being, or may be framed from time to time.
- You will not divulge to any unauthorized person/s any of this 11) Company's trade secrets or affairs explained to you or observed by you during your association as Trainee.
- Before joining our organization, you will be required to undergo a III) medical examination with the Company's Doctor for medical fitness.

Contd...2



JAYA HIND INDUSTRIES LTD.

CIN : U74999PN1947PLC005480

• Registered Office: Mumbai-Pune Road, Akurdi, Pune - 411 035. Phone: (+91) 20 27473981 Fax: (+91) 20 27474827 Urse Works: Tal.: Maval, Dist.: Pune - 410 506, Phone: (+91) 2114 287327

Pithampur Works: Plot No. 4, Sector 1, PO Pithampur, Dist.: DHAR - 454 775 Phone: (+91) 7292 305051

Chennal Works: Village: Kottalyur, Dist.: Thiruvallur - 631 402. Tamil Nadu



Date 25 But 2019

Employment Certificate

The first county than Ms. Pontaw Kashinathji Manmode, vypking at Trainee -Design Engineer work 13rd. August 2009, seith our company Flash Forge. Pvt. Etd.;

Company of Statema.

* Itury of Romand - Runees Stateon Thousand only) per month will be paid to her as superd,

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Carrie Bringe Por Int

Flash Forge Private Limited

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CHU99999H1991PTC187895





46 Ellice Street Mt Victoria Wellington 6011 New Zealand

Rohan Manoj Nambiar 57 Rountree Upper Riccarton Christchurch 8041

20th April 2021

Dear Rohan,

Following your recent interview, we are delighted to confirm our offer to you for the position of Energy Specialist with Octopus Energy NZ Limited (the **Company**).

Your start date has been agreed as 28th April 2021 and unless otherwise notified, your line manager will be Emily Renwick. We look forward to you joining us and are pleased to confirm the main terms and conditions of this offer are as follows:

- You will receive a starting salary of \$50,000 per annum. Your salary is based on a 37.5 hour working week, as stated in your contract. This includes a one-hour unpaid lunch break each day. However, due to the nature of your position with the Company, you are expected to be flexible and to work whatever hours are reasonably required to fulfil the responsibilities of your job and meet the needs of the business.
- Your salary will be paid in 12 monthly instalments, in arrears, by the last working day of each month, by BACS transfer into your nominated bank or building society account. If the last day of the month falls on a weekend or Bank Holiday, you will be paid on the previous working day. The Company reserves the right to make your final salary payment by cheque on your last working day and subject to the return of any property owned by the Company.
- Your main place of work is to be Wellington; however, you may be expected to travel to other sites as required.
- The first six months of your employment will be probationary, during which the Company will assess your performance and suitability. Both you and the Company will have the right to terminate your employment on one weeks' written notice at any time during or at the end of this period. Following successful completion of your probationary period, both you and the Company will have the right to terminate your employment on one months' written notice, given at any time.
- You are entitled to 20 days' annual leave per annum, 10 days' personal leave per annum, long service leave and other paid and unpaid leave including public holidays in accordance with the Act and applicable legislation. Entitlements for part-time and fixed term employees are calculated on a pro-rata basis. If you join or leave part way through the holiday year, your entitlement will be calculated on a pro-rata basis dependent upon the number of complete weeks worked in the year.



46 Ellice Street Mt Victoria Wellington 6011 New Zealand

This letter will form part of your terms and conditions of employment, together with your Contract of Employment, Company policies and procedures and handbooks, as introduced or amended from time to time.

Further conditions of your offer of employment with us are that:

- 1. You sign and return a copy of this Offer Letter
- 2. Your references are satisfactory to the Company
- 3. You satisfy the security clearance and background checks
- 4. You are free from any obligations owed to a third party, which might prevent you from starting work on the date agreed or from properly performing the duties of your position, for example restrictive covenants

Your appointment and continued employment by the Company is conditional on you having the legal right to work in New Zealand and the completion (satisfactory to the Company) of background employment checks. In signing your contract of employment, you confirm that you are entitled to work in New Zealand and agree to provide the Company with information and original documentation as may be reasonably requested to conduct these checks, including but not limited to evidence of your right to work in New Zealand. You also agree to undertake background screening through our partner company, Verifile, who will undertake a comprehensive vetting process on our behalf.

If you are not able to meet the conditions outlined above, please contact us to discuss the circumstances. However, please note that the Company reserves the right to withdraw this offer of employment without notice or compensation to you.

Please indicate your acceptance of this offer by returning a copy of this letter, duly signed and dated.

We look forward to you joining us on the 28th April 2021, if you have any questions in the meantime please do not hesitate to get in contact with me on emily renwick@octoenergy.com.

We look forward to welcoming you as a member of the Octopus Energy Australia team.

We look forward to welcoming you as a moment of the	
Yours sincerely,	
Emily Renwick Regional Site Head	
I confirm my acceptance to this offer:	
Signed Rohan Manoj Nambiar	Date



Employment Contract

- (1) Octopus Energy NZ Limited
- (2) Rohan Manoj Nambiar

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This Agreement is made on 20th April 2021

Between:

- (1) Octopus Energy NZ Limited, NZBN 8049617 ("Company"); and
- (2) Rohan Manoj Nambiar of 57 Rountree, Upper Riccarton, Christchurch, 8041 ("You").

It is agreed as follows:

1. Definitions and Interpretation

In this Agreement, unless the context otherwise requires, the following expressions have the following meanings:

"Agreement"

this agreement (including any schedules);

"Board"

the board of directors of the Company from time to time and includes any committee of

the Board duly appointed by it;

"Business"

the supply of electricity and gas to commercial and domestic customers:

"Confidential Information"

trade secrets or confidential information relating to the Company or the Group including (without limitation) details of processes, plans, formulae and other Intellectual Property, details of techniques, new products, client, prospective client and supplier lists, price lists, management accounts, personnel information, business plans, marketing plans, lists and literature, research and other confidential information relating to the affairs of the Company or the Group or its/their Workers, clients, prospective clients, suppliers and agents.

"Duties"

your duties as set out in clause 4;

"Employment"

your employment by the Company under

this Agreement;

"Group"

the Company and all other Group Companies (provided that such reference shall, if the context requires, be interpreted as referring to any one or more Group

Company);

"Group Company"

any company which for the time being is a holding company of the Company or a subsidiary of the Company or a subsidiary of a holding company (as defined);

"Intellectual Property"

(without limitation) patents, inventions, illustrations, processes, designs, improvements, programmes, notations, know-how, goodwill, reputation, get-up, trade names, trademarks, logos, devices, plans, formulae, computer software, models and literary, dramatic, musical and artistic works, every copyright work or design in which copyright or design rights may subsist and moral rights as defined by the Copyright registrations and all 1994and applications for registration thereof;

"Material Interest"

- (a) the holding of any position (whether employed or engaged, whether directly or indirectly, and whether on your own behalf or with or on behalf of any other person or persons) or provision of services as director, officer, employee, consultant, adviser, member, partner, principal, agent, volunteer or otherwise;
- (b) the direct or indirect control or ownership (whether jointly or alone) of any shares (or any voting rights attached to them) or debentures save for the ownership for investment purposes only of not more than 5 per cent of the issued ordinary shares of any company whose shares are listed on any Recognised Investment Exchange; or
- (c) the direct or indirect provision of any financial assistance.

"Regulatory Body"

as applicable all regulatory bodies, authorities or agencies from time to time relevant to the Company or any other Group Company or any part of its or their Business;

"Termination Date"

the date on which the Employment terminates (for whatever reason and howsoever caused);

"Worker"

any:

- (a) employee or director of the Company or any Group Company;
 or
- (b) other person who:

- (i) has a contract (whether express or implied) with the Company or any other Group Company under which he undertakes to perform personally any work or services for the Company or other Group Company; or
- (ii) is an agency worker performing any work or services for the Company or any other Group Company on behalf of the agency; or
- (iii) is a self-employed contractor or independent consultant performing any work or services for the Company or any other Group Company on behalf of the Employee or any other person.
- 1.2 In this Agreement, unless the context otherwise requires:
 - (a) a reference to a statute or statutory provision includes:
 - (i) any subordinate legislation made under it; and
 - (ii) any statute or statutory provision which modifies, consolidates, re-enacts or supersedes it;
 - (b) a reference to:
 - (i) a "**person**" includes any individual, firm, body corporate, association or partnership, government or state (whether or not having a separate legal personality).

2. Appointment

2.1 The Company appoints you and you agree to serve as a Energy Specialist to the Company on the terms set out in this Agreement or further specific capacity as the Company may from time to time direct.

3. Term

- The Employment shall commence on 28th April 2021 (the "Commencement Date").
- 3.2 The Employment is subject to a probation period (the 'Probation Period'). Subject to the following provisions, the Probation Period will last for a minimum of six months from the Commencement Date. During the Probation Period, either party may terminate the Employment by giving to the other at least one week's notice (to expire at any time during or after the Probation Period). If the

Employment subsists, the Probation Period will not end unless and until the Company informs you in writing that it has been completed satisfactorily.

- Following successful completion of the Probation Period, the Employment will continue, subject to clause 12, until terminated by either party giving to the other not less than one month's written notice. If you purport to terminate the Employment in breach of this sub-clause 3.3, the Company may, without prejudice to any other remedy it may have, elect to waive your breach of contract and hold you to the terms of this Agreement for a period equivalent to the notice period (or, if appropriate, the balance of the notice period). During such period, you shall be treated as though you were on garden leave in accordance with sub-clause11.5.
- No previous employment with any other employer shall count towards your continuity of employment.

4. Duties

- You shall be responsible for various technical and development functions connected with the operations of the Group as directed by your manager (as appointed by the Company from time to time).
- You shall also perform all additional and/or alternative duties as the Company may vest in you from time to time. You agree to exercise the powers consistent with such duties. You shall report directly to your manager (and/or such other person as the Company may determine in its absolute discretion from time to time). You may be required to perform services for other Group Companies, but for the avoidance of doubt, you will be an employee of the Company only.
- 4.3 You shall at all times during the Employment:
 - (a) Unless prevented by ill health and except during holidays taken in accordance with this Agreement, and except as agreed by your manager, devote the whole of your working time and attention to the Employment;
 - (b) perform the Duties which are from time to time assigned to or vested in you, and exercise the powers consistent with them, faithfully and diligently and in accordance with the highest standards;
 - (c) obey all lawful and reasonable instructions and directions given to you, observe such restrictions or limitations as may from time to time be imposed by the Company upon your performance of the Duties and implement and abide by any relevant Company policy which may be circulated or operated in practice from time to time;
 - (d) use reasonable endeavours to promote the interests of the Company and/or any Group Company and shall not do or willingly permit to be done anything which is harmful to those interests; and
 - (e) keep your line manager fully informed (in writing if so requested) of your conduct of the business and /or affairs of the Company and/or any misdeed that you believe you or any other Worker has committed or is likely to commit (including but not limited to a breach of this Agreement)

and provide such explanations as your line manager or the Board may require.

The Company is entitled to appoint any other person or persons to act jointly with, or replace, you temporarily in the performance of your Duties if for some reason you are unable to properly perform the Duties.

5. Hours of work

- Your usual hours of work will be 37.5 hours per week.
- You may be required to work reasonable additional hours to those specified above. You acknowledge that the remuneration provided for in this agreement is reasonable compensation for both any additional hours worked and for your availability to work such additional hours.

6. Principal place of work

- Your principal place of work shall be Wellington. The Company reserves the right to change your principal place of work, whether temporarily or permanently, to any other location within New Zealand on giving reasonable prior notice to you.
- 6.2 If the Company changes your principal place of work such that you have to relocate, the Company may give you such financial assistance in relation to the relocation as it shall in its absolute discretion deem fair and reasonable in the circumstances. For the avoidance of doubt, there is no contractual right to any, or any particular level of, relocation assistance.
- You shall travel to and work on a temporary basis from such locations outside of New Zealand as the Board may reasonably require for the performance of your Duties.
- There is no current requirement, as at the date of this agreement, for you to work outside of New Zealand for any consecutive period of one month or more.

7. Salary, bonuses and other incentive schemes

- During the period of employment, the Company shall pay to you a base salary at the rate of \$50,000 per annum and you will be granted 2000 share options in Octopus Energy Group Limited.
- 7.2 This salary shall be paid in equal monthly instalments in arrears on or about the last working day of each month.
- 7.3 Your salary shall normally be reviewed annually by the Board. There is no contractual entitlement to any (or any particular) increase.

8. Expenses

The Company shall reimburse all expenses reasonably, properly and necessarily incurred by you in the performance of the Duties, subject to the production of

such receipts or other evidence of expenditure as the Company may reasonably require and provided they are claimed at most 30 days after the end of the month in which they were incurred.

9. KiwiSaver

9.1 Should you join KiwiSaver, the Company will make compulsory contributions in accordance with the KiwiSaver Act 2006.

10. Holidays and leave

10.1 You are entitled to leave in accordance with the Holidays Act 2003. Further details of these entitlements can be obtained from the Ministry of Business, Innovation and Employment. You shall be paid your entitlements to leave in accordance with the Company's usual pay cycle.

10.2 Annual leave

After 12 months' continuous employment by the Company, you will be entitled to 4 weeks' annual leave per annum in accordance with the Holidays Act 2003.

You are responsible for requesting your holiday under the Company's recording process and must ensure the request is approved before you take holiday.

10.3 Public holidays

In addition to annual leave, you are entitled to the following 11 public holidays as provided in the Holidays Act 2003: Christmas Day, Boxing Day, New Year's Day, 2 January, Waitangi Day, Good Friday, Easter Monday, ANZAC Day, Queen's Birthday, Labour Day, and the Anniversary Day of the province in which you are based.

If it is considered necessary by the Company to require you to work on any of the usual public holidays set out above, you will work on that day and will be paid the appropriate proportion of your relevant daily pay, plus half that amount again, for the time worked on that day. Where you work on a day which would otherwise have been a working day, you will also receive an alternative holiday in accordance with the Holidays Act 2003.

10.4 Sick leave

After six months' continuous employment with the Company, you will be entitled to five days' sick leave per annum to be taken in accordance with the provisions of the Holidays Act 2003. Sick leave may be taken when you, your spouse/partner, or a person who depends on you for care is sick or injured.

If unable to perform the Duties due to sickness or injury you shall report this fact as soon as possible on each working day of incapacity to your manager and must keep your manager regularly updated on the expected duration of your absence. You are responsible for logging your sick leave under the Company's recording process.

The Company may require you to provide a medical certificate in relation to any period of sick leave. If the relevant illness or injury has been for less than three calendar days, then the Company will pay for the cost of the medical certificate.

At any time during the Employment, you shall, at the request and expense of the Company:

- (a) consent to an examination by a doctor to be selected by the Company; and
- (b) authorise this doctor to disclose to and discuss with the Company's medical adviser, or other nominated officer of the Company, the results of or any matter arising out of this examination.

10.5 Bereavement leave

After six months' continuous employment with the Company, you will be entitled to three days' bereavement leave on the death of your spouse/partner, parent, sibling, child, grandparent, grandchild or spouse's parent.

You will also be entitled to one day's bereavement leave on the death of any other person if the Company accepts that you have suffered a bereavement.

10.6 Family violence leave

If you are affected by family violence, you will be entitled to up to 10 days' family violence per year, in order to deal with the effects of family violence.

You are also able to request a short-term variation to working arrangements (for up to two months) which may include changes to hours of work, location and duties of work.

11. Termination of and suspension from Employment

11.1 Notice period

Either party may terminate your Employment by giving one months' prior written notice, or at the Company's discretion, by a payment in lieu of such notice.

11.2 Summary dismissal

Notwithstanding any other provision of this Agreement, the Company may terminate the Employment without notice or pay in lieu of notice if you commit serious misconduct. The following is a non-exhaustive list of examples of such a breach. You:

 (a) commit a material breach of the terms and conditions of this Agreement or repeat or continue any other breach of such terms and conditions, including any failure to carry out the Duties efficiently, diligently or competently;

- (b) commit any act of gross or persistent misconduct or are guilty of any conduct which may in the reasonable opinion of the Board, bring the Company or any Group Company into disrepute or is calculated or likely prejudicially to affect the interests of the Company or any Group Company, whether or not the conduct occurs during or in the context of your Employment;
- (c) are convicted of any criminal offence punishable by imprisonment;
- (d) commit any act of dishonesty relating to the Company or any Group Company, any of its or their Workers or otherwise (including but not limited to claiming expenses that are not genuine or taking sick leave when not genuinely ill);
- fail to commence work on the Commencement Date, any warranty given by you is untrue or if any condition of the Employment is not satisfied; or
- (f) cease for any reason to be registered with or authorised by any relevant Regulatory Body.

For the avoidance of doubt, the termination of the Employment by the Company under this sub-clause 11.2 shall be without prejudice to any costs, claims or rights of action the Company may have for damages or other remedy arising from the events causing such termination or otherwise.

11.3 Suspension

In order to investigate a complaint of misconduct against you the Company may suspend you on full pay for so long as it considers necessary to carry out a proper investigation and hold any appropriate disciplinary process.

11.4 Dismissal due to medical incapacity

Notwithstanding clauses 9.2 and 11.3 and any other provision of this Agreement, if you are incapable of performing the Duties due to ill health or injury for a period or periods aggregating at least 3 months in any period of 12 months the Company may terminate the Employment due to medical incapacity by giving notice outlined in clause 11.1.

11.5 Garden leave

- (a) After notice to terminate the Employment has been given by you or the Company, the Company may for all or part of the duration of the notice period in its absolute discretion:
 - require you to perform only such duties (including without limitation research projects) as it may allocate to you;
 - (ii) require you not to perform any of the Duties;
 - (iii) require you not to have any contact with clients or prospective clients of the Company;

- (iv) require you not to have any contact with such employees or suppliers of the Company as the Company shall determine;
- (v) require you to disclose any attempted contact with you made by any client, employee or supplier with whom you have been required to have no contact pursuant to this clause.
- (vi) require you to take any accrued holiday entitlement or prohibit you from taking any accrued holiday entitlement;
- (vii) exclude you from any Company premises and/or require you not to visit the premises of the Company's suppliers or customers:

provided always that throughout the period of any such action and subject to the other provisions of this Agreement your basic salary entitlement for that period and contractual benefits shall not cease to accrue or be paid.

- (b) You acknowledge that such action taken on the part of the Company shall not constitute a breach of this Agreement of any kind whatsoever nor shall you have any claim against the Company in respect of any such action.
- (c) During any such period of garden leave (and without prejudice to the terms of clause 4.3 and 12.2) you must not work for any other person or on your own account, during garden leave or any notice period. You agree to remain readily contactable and available to work for the Company unless a period of holiday has been agreed or imposed. Should you fail to be available for work at any time having been requested by the Company to do so, your right to basic salary and contractual benefits in respect of such periods shall be forfeit notwithstanding any other provision of this Agreement and, for the avoidance of doubt, the Company may take appropriate disciplinary action if it so wishes.

12. Obligations during employment

12.1 Intellectual Property

You acknowledge that you may (alone or with others) conceive or generate Intellectual Property during the Employment (whether in the course of performing your normal Duties or in the course of performing other duties specifically assigned to you or otherwise in the course of the Employment, whether inside or outside normal working hours). You must disclose promptly to the Company all details of all such Intellectual Property. All right, title and interest in and to such Intellectual Property belongs to the Company and you hereby irrevocably assign to the Company (or as it may direct) by way of future assignment all your right, title and interest in and to such Intellectual Property, and irrevocably waive all moral rights in it (in so far as you can lawfully do so). You are required to do, and/or combine with others to do, (whether during the Employment or after its termination) all things (including but not limited to executing all deeds and other documents) necessary or desirable in the opinion of the Company (at the

Company's expense) to give effect to this sub-clause 12.1, to secure patent or other appropriate forms of protection for such Intellectual Property and/or to assist the Company and any other Group Company in any action or proceedings for damages or other remedy upon any infringement of such Intellectual Property by a third party. You acknowledge that you have no claim for payment in respect of the performance of your obligations under this sub-clause. Nothing in this Agreement shall oblige the Company to seek patent or other protection or to exploit any Intellectual Property disclosed by you in accordance with this sub-clause 12.1.

12.2 Conflict of interest

- (a) During the Employment, you shall not:
 - directly or indirectly disclose to any person or use or make or retain copies of, other than for any legitimate purposes of the Company, any Confidential Information;
 - (ii) without the Board's prior written permission hold any Material Interest in any person which:
 - (aa) is or shall be wholly or partly in competition with the Business or may divert Business away from the Group;
 - (bb) impairs or might reasonably be thought by the Company to impair your ability to act at all times in the best interests of the Company; or
 - requires or might reasonably be thought by the Company to require you to disclose or make use of any Confidential Information in order to properly to discharge your duties to or to further your interest in that person;
 - (iii) make contact with any of the Group's clients, prospective clients or suppliers for any purpose which might conflict with the interests of the Group (including, but not limited to, with the intention of establishing, or working for a competing business after the termination of the Employment);
 - directly or indirectly at any time make any untrue or misleading statement in relation to the Company or any Group Company or any of its or their employees, officers or directors;
 - (v) make any statement (written or oral), or provide (in any form and by any means) any information, for the press or otherwise for publication on any matter connected with the business of the Company or the Group (including but not limited to matters relating to any client or connection of the Company or the Group) without express permission from a Director;
 - (vi) make any statement (written or oral), or provide (in any form and by any means) any information, on any matter connected

with the business of the Company or any Group Company to any person in circumstances such that you ought reasonably to be aware or suspect or believe that any such person might pass it (or any part of it) on for publication;

- (vii) directly or indirectly carry out any public or private work other than the Duties (whether for profit or otherwise and whether during or outside normal working hours) except with the prior written permission of the Board and you acknowledge that this clause is reasonably necessary to protect the Company's information and to enable it to ensure health and safety obligations (including in relation to work related fatigue) are met;
- (viii) directly or indirectly receive or obtain in respect of any goods or services sold or purchased or other business transacted (whether or not by you) by or on behalf of the Company or any Group Company any discount, rebate, commission or other inducement (whether in cash or in kind) which is not authorised by any company rules or guidelines from time to time and if you or any person in which you hold any Material Interest shall obtain any such discount, rebate, commission or inducement, you shall immediately account to the Company for the amount so received.
- (b) You shall, at any time during the Employment and in any event following its termination return to the Company or, at the Company's request, destroy:
 - (i) any documents, drawings, designs, computer files or software, visual or audio tapes or other materials containing information in any form (including, without limitation, Confidential Information) relating to the Company's business created by you, in your possession or under your control; and
 - (ii) any other property of the Company in your possession or under your control.
- (c) You shall not make or keep or permit any person to make or keep on your behalf any copies or extracts of the items referred to in sub-clause (b) (i) in any medium or form.
- 12.3 You will on request by the Company confirm in writing delivery up under subclause 12.2. If you fail to comply with clause 12 in full, the Company may withhold any or all sums payable to you until clause 12 has been complied with in full.
- For the avoidance of doubt, references to the Company in (without limitation) this clause 12 shall be deemed to be to any Group Company where the context permits.

13. Disciplinary, dismissal and grievance procedure

- You will be subject to the Company's disciplinary and dismissal rules and procedures for the time being in force and such other procedures of this nature as may from time to time be adopted. Application of any such rules and procedures is at the Company's discretion and Is not a contractual entitlement.
- 13.2 If you have any grievance relating to your Employment, you should raise this with your manager in the first instance. The parties agree that personal grievances, disputes and employment relationship problems should be resolved between the parties if at all possible.
- Personal grievances and disputes that cannot be settled by agreement between the parties will be determined in accordance with the Employment Relations Act 2000. You must raise any personal grievance with the Company within 90 days of the date on which the personal grievance occurred or came to your notice. Your attention is drawn to the explanation of services available to resolve employment relationship problems attached as Schedule A to this agreement.

14. Employee protection

- 14.1 If the Company proposes to sell or otherwise restructure its business (as defined in the Employment Relations Act 2000, so that the Company's business or part thereof is undertaken by another party ("New Employer")) and your employment will be affected, the Company will discuss with the New Employer the effect on the your employment. This will include:
 - (a) whether you will be offered employment with the New Employer; and
 - (b) whether any such offer will be on the your existing terms and conditions of employment.
- 14.2 Following the discussions referred to in clause 14.1 above, the Company will discuss with you how the restructuring will affect your employment.
- 14.3 If you do not receive an offer of employment from the New Employer, which you may accept or decline, the Company will meet with you to discuss your entitlements, if any, and your employment with the Company.

15. Post-termination restrictions

15.1 You acknowledge that during the Employment you are likely, amongst other things, to develop close links with representatives of energy industry bodies, Suppliers and prospective Suppliers of the Company and the Group and other Workers and to have access to Confidential Information and you accept that the restrictions in this clause are reasonable and necessary for the protection of the legitimate interests of the Company and other Group Companies.

Definitions

15.2 In this clause 15, the following words and expressions shall have the following meanings. Any words in bold that are used in this clause 15 but which are not defined, are as defined in clause 1.

- (a) "the Business" means any business carried on by the Company, or any other Group Company, at the Termination Date:
 - (1) in which you were engaged during the period of twelve months immediately preceding the Termination Date; and / or
 - (2) in relation to which you are, by virtue of the Employment, in possession of Confidential Information at the Termination Date.
- (b) "Any Capacity" means whether directly or indirectly, whether on your own behalf, alone or with or on behalf of any other person or persons, whether as employee, director, agency worker, independent consultant, self-employed contractor, shareholder, partner, member of LLP, principal, agent or otherwise, whether paid or unpaid.
- (c) "Client" means any person (including but not limited to intermediary or broker, owner of multiple tenanted properties or other person whose business is a large consumer of energy) to whom any services were supplied by the Company, or any other Group Company, in the period of twelve months immediately preceding the Termination Date:
 - (1) with whom you had material dealings, or for whom you were responsible, in the performance of your duties during the same period of twelve months; and / or
 - (2) in relation to whom you are in possession of Confidential Information at the Termination Date.
- (d) "Competing Business" means any business that is, or is about to be, in competition with the Business.
- (e) "Key Worker" means any person who at the Termination Date is a Worker:
 - (1) at a senior level with whom you worked or had material business dealings during the period of twelve months immediately preceding the Termination Date.
- (f) "Prospective Client" means any person (including but not limited to any intermediary or broker, owner of multiple tenanted properties or other person whose business is a large consumer of energy) to whom the Company, or any other Group Company, has made a presentation or other approach, or with whom the Company, or any other Group Company, has been involved in negotiations, with a view to obtaining the business of that person:
 - (1) in which presentation, approach or negotiations you were involved in the period of six months immediately preceding the Termination Date or with which person you otherwise had material dealings in the performance of your duties during that period; and / or
 - (2) in relation to which person you are in possession of Confidential Information at the Termination Date.

- (g) "Supplier" means any supplier of goods or services to the Company, or any other Group Company:
 - (1) with whom you had material dealings, or for whom you were responsible, during the period of six months immediately preceding the Termination Date; and/or
 - (2) in relation to whom you are in possession of Confidential Information at the Termination Date.

Competing Business

15.3 For the period of three months from the Termination Date, you shall not in any Capacity be engaged, concerned or interested in, carry on or assist in any Competing Business.

Clients and Prospective Clients

- For the period of six months from the Termination Date, you shall not (directly or indirectly, on your own behalf, alone, with or on behalf of any other person or persons):
 - (a) be employed or otherwise engaged by any Client or Prospective Client;
 - canvas, solicit or entice the custom of any Client or Prospective Client for the purposes of a Competing Business (or procure or assist the same);
 - (c) have any business dealings with any Client or Prospective Client for the purposes of a Competing Business (or procure or assist the same); or
 - (d) seek to interfere with the relationship between any Client, or Prospective Client, and the Company, or any other Group Company, for the purposes of a Competing Business (or procure or assist the same).

Key Workers

- 15.5 For the period of three months from the Termination Date, you shall not (directly or indirectly, on your own behalf, alone or with or on behalf of any other person or persons):
 - encourage or induce any Key Worker to breach or terminate (whether lawfully or unlawfully) any contract with the Group or otherwise cease any business relationship with the Company / Group (or procure or assist the same);
 - (b) employ or otherwise engage, or offer to employ or otherwise engage, any Key Worker (or procure or assist the same); or
 - (c) seek to interfere with the relationship between any Key Worker and the Company or any other Group Company (or procure or assist the same).

Suppliers

15.6 For the period of six months from the Termination Date, you shall not (directly or indirectly, on your own behalf, alone or with or on behalf of any other person or

persons) seek to interfere with the relationship between any Supplier and the Company or any other Group Company for the purposes of a Competing Business.

Other restrictions

- After the Termination Date, you shall not at any time (directly or indirectly, on your own behalf, alone or with or on behalf of any other person or persons):
 - (a) disclose to any person or use other than for any legitimate purposes of the Company any Confidential Information; or
 - (b) represent yourself as being in any way connected with the Company or the Group on an ongoing basis; or
 - (c) use, for the purposes of a Competing Business, any name used by the Company or the Group or any name likely to cause confusion with the Company or the Group in the minds of members of the public; or
 - (d) use your relationship with the Company or the Group to promote any Competing Business.

General provisions

- 15.8 If you are placed on Garden Leave in accordance with clause 11.5, and you comply with the provisions of that clause 11.5 throughout the period of garden leave, then:
 - (a) any period contained in any restriction (or in any definition referred to in any restriction) in this clause 15 which is expressed to run from the Termination Date shall be reduced by a period equivalent to that during which you were on garden leave; and
 - (b) any period contained in any restriction (or in any definition referred to in any restriction) in this clause 14 which is expressed to run immediately preceding the Termination Date shall instead be expressed to run immediately preceding the date on which you were placed on garden leave.
- 15.9 Each of the restrictions in this clause 14 is separate and severable from the other. If one is unenforceable for any reason, but would be enforceable if some part of it were deleted, it shall apply with such modification as may be necessary to make it enforceable.

16. Regulatory requirements

You must comply fully at all times with all laws, rules, principles, regulations and codes of any Regulatory Body from time to time in force. You must also not commit any act or omission which places or may place the Company in breach of such laws, rules, principles, regulations and codes. You must also sign such undertakings in connection with such regulatory requirements as the Company may reasonably require, which undertakings will form part of this Agreement.

- You must co-operate fully with all directions and requests properly made or imposed by or on behalf of the Company's compliance officer or any Regulatory Body. This may include, but is not limited to, a requirement that you make yourself readily available for and truthfully answers all questions put to you in the course of any inspection or the proceedings of any tribunal.
- 16.3 Failure to comply with this Clause 16 may result in legal action being taken against the Company and/or you. In serious cases (including but not limited to a Regulatory Body withdrawing registration), it may also result in summary dismissal.

17. Deductions

You authorise the Company to deduct (and retain) from any sums payable to you (including but not limited to Salary, Company Sick Pay, holiday pay, expenses, bonuses and/or Payment in Lieu) and/or require repayment from you of any deduction which may from time to time be authorised or required by law or to which you have previously signified your consent in writing.

18. General

- 18.1 The Employment is conditional upon you providing, if requested by the Company and before the Commencement Date:
 - (a) references that the Company considers, in its absolute discretion, are satisfactory; and
 - (b) evidence that you are entitled to work lawfully in New Zealand; and
- This Agreement sets out the entire agreement and understanding between the parties in respect of your employment or engagement by the Company and supersedes all prior agreements, understandings or arrangements (oral or written) in respect of your employment or engagement by the Company or any Group Company. No purported variation of this Agreement shall be effective unless it is in writing and signed by or on behalf of each of the parties. If there is any conflict between this Agreement and any other document, the terms of this Agreement shall prevail at all times.
- The Company may make reasonable and/or minor amendments to this Agreement from time to time, including but limited to for the purpose of ensuring that the Group's legitimate business interests are protected and ensuring this Agreement is compliant with the relevant law. Such amendments shall come into force upon notification to you.

19. Releases and waivers

The Company may, in whole or in part, release, compound, compromise, waive or postpone, in its absolute discretion, any liability owed to it or right granted to it in this Agreement by you without in any way prejudicing or affecting its rights in respect of any part of that liability or any other liability or right not so released, compounded, compromised, waived or postponed.

No single or partial exercise, or failure or delay in exercising any right, power or remedy by the Company shall constitute a waiver by it of, or impair or preclude any further exercise of, that or any right, power or remedy arising under this Agreement or otherwise.
Agreement or otherwise.

20. Governing law and jurisdiction

- 20.1 This Agreement shall be governed by and interpreted in accordance with the laws of New Zealand.
- Each of the parties irrevocably submits for all purposes in connection with this Agreement to the exclusive jurisdiction of the New Zealand courts.

This Agreement has been signed on the date appearing at the head of page 3.

Signed by Ari Sargent)	
for and on behalf of)	
Octopus Energy NZ Limited)	
Signed by Rohan Manoj Nambiar)	
)	

SCHEDULE A

PLAIN ENGLISH EXPLANATION OF SERVICES AVAILABLE TO RESOLVE "EMPLOYMENT RELATIONSHIP PROBLEMS"

Employment relationship problems

If any employment relationship problem arises, you should discuss the issue directly with your manager, or, if this is not appropriate, another manager within the organisation. The Company believes that it is in everyone's interests if problems are addressed as soon as possible and to this end it would like the opportunity to correct the situation.

An employment relationship problem includes a problem that may exist between an employer and employee. Employment relationship problems may be:

- (a) a personal grievance;
- (b) a dispute about the application, interpretation or operation of the employment agreement; or
- any other problem arising out of or relating to the employment relationship.

You must notify the Company if you intend to pursue a personal grievance claim against the Company. This must be done within 90 days from the date of the act that caused the personal grievance. If you are not aware of when the act took place, the period begins from when the matter came to your attention.

If the problem is not sorted out in discussions between the Company and you, it may then be referred to mediation. Mediation is provided by the Mediation Service. To mediate an employment relationship problem, either the Company or you may contact an office of the Ministry of Business, Innovation and Employment.

If the employment relationship problem cannot be resolved in mediation, it may be referred by either party to the Employment Relations Authority. The Authority is the body established by the Act to resolve employment relationship problems. The Authority has the power to make a decision to resolve the problem.

If either party is unhappy with the Authority's decision, it may appeal to the Employment Court within 28 days of the Authority's decision. The Employment Court will hear the parties and then make a decision about the employment relationship problem.

If you require further details of the services available to resolve employment relationship problems you should contact the Ministry of Business, Innovation and Employment (0800 20 90 20) or refer to the relevant provisions in the Act.



Tax code declaration

IR330 August 2017

Tax code

Use this form if you're receiving salary or wages as an employee.

Don't use this form if you're a contractor or use a WT tax code, you'll need to use the Tax rate notification for contractors (IR330C) form.

Once completed:

Employee Give this form to your employer.

If you receive a payment such as a benefit or superannuation, return this form to Work and Income.

Employer Do not send this form to Inland Revenue. You must keep this completed IR330 with your business records for seven years following the last wage payment you make to the employee.

When an employee hands you this form you must change their tax code, even if you have received different advice in the past.

1 Your details

First name/s (in full)

Family name

IRD number (8 digit numbers start in the second box. 1 2 3 4 5 6 7 8)

2 Your tax code

You must complete a separate *Tax code declaration* (IR330) for each source of income Choose only ONE tax code Refer to the flowchart on page 2 and then enter a tax code here.

If you're a casual agricultural worker, shearer, shearing shedhand, recognised seasonal worker, election day worker or have a special tax code refer to "Other tax code options" at the bottom of page 2, choose your tax code and enter it in the tax code circle.

3 Your entitlement to work

I am entitled under the Immigration Act 2009 to do the work that this tax code declaration relates to (tick the box that applies to you).

I am a New Zealand or Australian citizen or am entitled to work indefinitely in New Zealand.

I hold a valid visa with conditions allowing work in New Zealand.

Find out whether you are entitled to work in New Zealand by calling 0508 558 855 or 09 914 4100.

Your employer can check your work entitlement status through VisaView www.immigration.govt.nz/visaview if they are registered for this service, or by calling Immigration New Zealand on one of these numbers:

Auckland toll-free calling area

09 969 1458

Wellington

04 910 9916

Other parts of New Zealand

0508 WORK NZ

Your employer may also ask you for additional evidence about your entitlement to work status.

Note to employers: It is an offence to employ someone who is not entitled to work under the Immigration Act 2009. An employer has a defence if the employer did not know the person was not entitled to work, took reasonable precautions and exercised due diligence to ascertain whether the person was entitled to do the work. Relying solely on this IR330 form does not constitute reasonable precautions or due diligence. Instead, employers may check entitlements using the online VisaView service (www.immigration.govt.nz/visaview) or by contacting Immigration New Zealand or by seeking documentary evidence.

4 Declaration

Signature

Day Month Year

Please give this completed form to your employer. If you don't complete Questions 1, 2 and 4, your employer must deduct tax from your pay at the no-notification rate of 45 cents (plus earners' levy).

Privacy

Meeting your tax obligations means giving us accurate information so we can assess your liabilities or your entitlements under the Acts we administer. We may charge penalties if you don't.

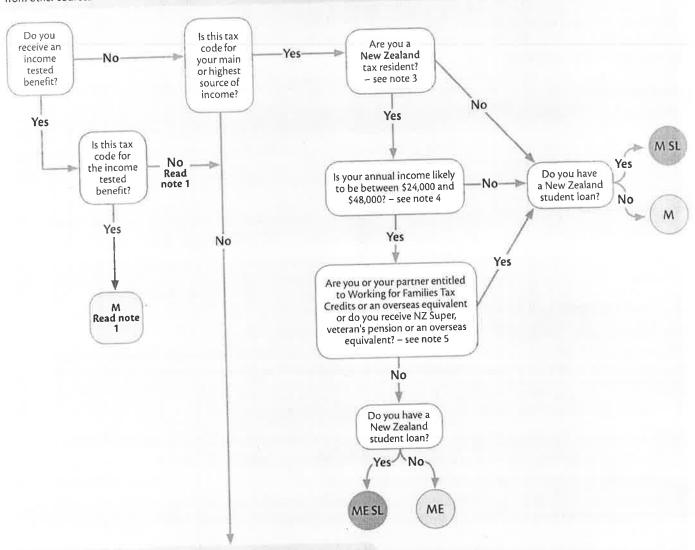
We may also exchange information about you with:

- some government agencies
- another country, if we have an information supply agreement with them
- Statistics New Zealand (for statistical purposes only).

If you ask to see the personal information we hold about you, we'll show you and correct any errors, unless we have a lawful reason not to. Call us on 0800 377 774 for more information. For full details of our privacy policy go to www.ird.govt.nz (keyword: privacy).

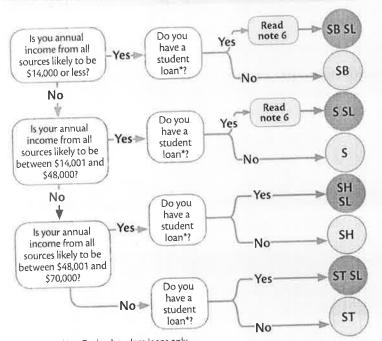
Salary and wages - main or highest source of income

Choose your tax code here if you receive salary or wages. See secondary income and other tax code options below for secondary jobs or income from other sources



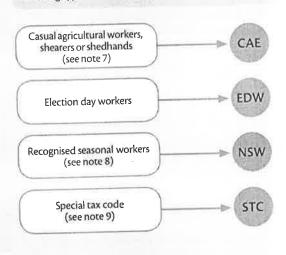
Secondary income

Use this flow chart for your secondary income source



Other tax code options:

Use the tax code shown if you receive any of the following types of income or you have a special tax code



* Relates to New Zealand student loans only When you've worked out your tax code, enter it in the tax code circle at Question 2 on page 1.

Important: You may need to change your tax code if your circumstances change during the year. For example:

- you take out a student loan or pay it off
- start or stop being eligible to use ME or ME SL (see note 5 below)
- you have a second job and your income decreases or increases, changing the code you should be using.

Notes to help you complete this form

- 1. If you receive a benefit from Work and Income (other than a student allowance, NZ super or veteran's pension) it is treated as your highest source of income and you must use the "M" tax code for this income. You must use the secondary income section on page 2 to work out your tax code for any other taxable income.
 - If you choose a secondary tax code of "5" or "5 SL" and you'll earn more from your secondary job than your benefit, you may pay more tax than you're required to for that job. You can apply for a special tax code so that the right amount of tax is deducted read note 10 for more information about special tax codes.
- 2. Source of income means income such as salary, wages, weekly accident compensation payments, NZ Super, veteran's weekly compensation, veteran's pension or student allowance.
- 3. You are a New Zealand tax resident in any of these situations:
 - You've been in New Zealand for more than 183 days in any 12-month period and haven't become a non-resident.
 - · You have a permanent place of abode in New Zealand.
 - · You're away from New Zealand in the service of the New Zealand Government.
- 4. Your annual income is your total income (before tax is deducted) from all sources, from 1 April to 31 March, excluding losses carried forward from a previous year.
- 5. If you or your partner are entitled to receive WfFTC or an overseas equivalent, or if you receive NZ Super, veteran's pension or an overseas equivalent of any of these, your tax code is "M" (or "M SL" if you have a student loan). You're not eligible to use "ME" or "ME SL".

For more information about WfFTC go to www.ird.govt.nz

- 6. You may be eligible for a repayment deduction exemption on your salary and wage income if you:
 - · have a student loan
 - are studying full-time in New Zealand
 - expect to earn below the annual repayment threshold from all sources
 - earn above the pay-period repayment threshold.

If you have a student loan and you choose "SB SL" or "S SL" for your tax code, you may pay more towards your student loan than you need to. If you earn under the pay period repayment threshold, eg, \$368 a week from your main job, you can apply for a special deduction rate to reduce your student loan repayment deductions on your secondary earnings.

For more information about repayment deduction exceptions and special deduction rates go to www.ird.govt.nz/studentloans If you already have a repayment deduction exception or special deduction rate for your student loan but your circumstances have changed, you'll need to update your details so we can check you're still eligible. You can do this at www.ird.govt.nz or by calling 0800 227 774.

- 7. Casual agricultural workers are people engaged in casual seasonal work on a day-to-day basis, for up to three months. This includes shearers and shearing shedhands.
- 8. If you are a recognised seasonal worker or hold a work visa as foreign crew of a vessel fishing New Zealand waters, you will use the "NSW" code. Recognised seasonal workers must be employed by a registered employer under the Recognised Seasonal Employers' Scheme and are employed in the horticulture or viticulture industries. You must have a Recognised Seasonal Employer Limited Visa/Permit. See www.immigration.govt.nz (search keyword: seasonal).
- 9. If you have a current **special tax code** certificate, enter "**STC**" as your tax code on page 1 and show your original special tax code certificate to your employer.

A special tax code is a tax deduction rate worked out to suit your individual circumstances. You may want one if the regular tax codes will result in you not paying enough tax or paying too much. For example if you have a rental property, business losses, income that doesn't have tax deducted before you receive it, or if you're on a benefit and working.

Go to www.ird.govt.nz or call us on 0800 227 774 for more information. You can get a Special tax code application (IR23BS) from our website or by calling 0800 257 773. Please have your IRD number handy.

10. If you need help choosing your tax code please go to www.ird.govt.nz or call us on 0800 227 774.

Did you know?

- If you don't have your IRD number you can find it in your myIR Secure Online Services account or on letters or statements from us.
- If you want to pay your child support through your employer, talk to us on 0800 221 221 and we can set that up for you.
- Are you a KiwiSaver member? New employee complete the KS2. Existing KiwiSaver member complete the KS2 to start deductions.







KiwiSaver deduction form (employee to complete and give to employer)

٧٧	13avel-dede				KiwiSaver Act 2006
	this form to provide you	ent			
a au	an existing employee a a KiwiSaver member a are not eligible to join	nd want to opt into nd want to change you KiwiSaver if:	our contribution rate.	New Zealand indefinitely, or on (NZ Super: 65 years and over).	
	You are over the age o	of eligibility for New	e you fill in this form		
lea	ise read the notes o	on the back to help	you fill in this form	un elevation ag	
	Section A	General Please pu	t a dash to indicate yo		
Ĭ	Are you a KiwiSaver r	nember?	Yes. Go to Questi		
	A you on a contribu	rions holiday?	Yes See note belo		
	u to a contribu	tions holiday notice	you must show it to yo replacement by calling	our employer to prevent them making Kiw us on 0800 549 472.	iSaver deductions.
	If you have lost your i	notice, you can get a	replacement by canno		SAME TO SAME
	Section B You must provide you	Personal details ur IRD number, name		LETTERS	
	Your IRD number			lon't know your IRD number or you don't have or	ne, call us on 0800 549 472
	Your name	Mr M	rs Miss M	ls = - Other	
		Put a dash to indicate yo	our title		
	First names		المراجات المراجز		
			1 1 1 1 1 1		
	Surname				
5.	Your postal address	Street number	Street address or PC	Box number	
		Suburb, box lobby or R	D		
				Postcode	
		Town or city		Postcode	
6.	Your contact			Mobile	
	numbers	Day			
7	. Your email address				
		If you give an email ad	dress you may receive KiwiS	aver Information by email	
P	Section C	Contributions			
8	Choose a contribu	se 3%, 4% or 8%. If y	% 4% ou don't choose a rate	8%, the default rate of 3% will be deducted.	
			ovided on this form is		
	Signature			Date	THE PARTY OF THE P
	Please give this con	npleted form to ye	our employer		RESET FORM

This form is to provide your details to your employer if you are:

- starting new employment
- an existing employee and want to opt into KiwiSaver
- a KiwiSaver member and want to change your contribution
 rare

Starting new employment

If you're not already a KiwiSaver member, you will be automatically enrolled and your employer will begin making KiwiSaver deductions from your first payment of salary or wages. However, you can opt out at any time on or after day 14 and on or before day 56 of starting new employment - see your KiwiSaver information pack for details.

Existing employees who want to become KiwiSaver members

You can enrol in KiwiSaver by completing this form and giving it to your employer. Your employer will determine if you are eligible and then send your information to Inland Revenue and start making KiwiSaver deductions for you.

Note: If you opt in, you cannot opt out. We suggest you get financial advice before deciding to opt into KiwiSaver.

Existing KiwiSaver member

If you are already a member, your employer will begin making KiwiSaver deductions for you unless you show them a contributions holiday notice - you'll find more information in your KiwiSaver information pack or go to www.kiwisaver.govt.nz or call us on 0800 549 472.

Contribution rate

KiwiSaver contributions will be deducted from each payment of your salary or wages. You may choose a contribution rate of 3%, 4% or 8% of your before-tax payment. If you don't choose a rate, the default rate of 3% applies. If you want to contribute more you can make voluntary contributions directly to your scheme provider or to Inland Revenue.

If you want to change your contribution rate, complete sections B and C of this form and give it to your employer.

Your employer may also choose to contribute on your behalf. They may attach conditions to this arrangement and you may want to talk to your employer or your employee representative before entering an agreement.

If your employer does contribute on your behalf, you have some flexibility about how this affects your contribution rate - you'll find more information in your KiwiSaver information pack or go to www.kiwisaver.govt.nz or call us on 0800 549 472.

Privacy

Meeting your tax obligations means giving us accurate information so we can assess your liabilities or your entitlements under the Acts we administer. We may charge penalties if you don't.

We may also exchange information about you with:

- some government agencies
- another country, if we have an information supply agreement with them
- Statistics New Zealand (for statistical purposes only).

If you ask to see the personal information we hold about you, we'll show you and correct any errors, unless we have a lawful reason not to. Call us on 0800 549 472 for more information. For full details of our privacy policy go to www.ird.govt.nz (keyword: privacy).

What an employer should do with this completed form

Employer - don't send this form to Inland Revenue. If the new employee is subject to automatic enrolment or an existing employee opts in, use this information to assist you to complete the KS I. Keep this form with your business records for seven years following the last salary or wage payment you make to the employee.

For more information about KiwiSaver go to www.kiwisaver.govt.nz or call us on 0800 549 472.



Certificate Of Completion

Envelope Id: C2F12197EB9E419992783BB5FB5F99B0

Subject: Octopus Energy NZ - Employment Contract Rohan Manoj Nambiar

Source Envelope:

Document Pages: 27

Certificate Pages: 5 AutoNav: Enabled

Envelopeld Stamping: Enabled

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Status: Sent

Envelope Originator:

Octopus HR

hr@thecurvegroup.co.uk IP Address: 90.247.85.135

Record Tracking

Status: Original

4/23/2021 5:33:38 AM

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Signature

Completed

Using IP Address: 2.97.3.59

Signatures: 0

Initials: 0

hr@thecurvegroup.co.uk

Location: DocuSign

Signer Events

Octopus HR

hr@thecurvegroup.co.uk

Octopus Energy

Security Level: Email, Account Authentication

(None)

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Rohan Manoj Nambiar

rohannambiar15@gmail.com

Security Level: Email, Account Authentication

(None)

Electronic Record and Signature Disclosure:

Accepted: 4/23/2021 10:05:32 AM

ID: c1ec473d-79f2-4e3f-a4ab-28969ba5123b

Ari Sargent

ari.sargent@octoenergy.com

Editor Delivery Events

Agent Delivery Events

Security Level: Email, Account Authentication

(None)

Electronic Record and Signature Disclosure:

Accepted: 2/5/2021 12:15:10 PM

ID: 40919332-30fd-45ae-a799-e19e76d2f9bb

Timestamp

Sent: 4/23/2021 5:35:07 AM Viewed: 4/23/2021 8:47:26 AM

Signed: 4/23/2021 8:47:27 AM

Sent: 4/23/2021 8:47:28 AM

Viewed: 4/23/2021 10:05:32 AM

In Person Signer Events

Status

Signature

Status

Status

Status

Status

Timestamp

Timestamp

Timestamp

Carbon Copy Events

Emily Renwick emily.renwick@octoenergy.com

Intermediary Delivery Events

Certified Delivery Events

Security Level: Email, Account Authentication

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Accepted: 4/7/2021 8:53:13 AM

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Witness Events Signature Timestamp **Notary Events** Signature Timestamp **Envelope Summary Events** Status **Timestamps** Envelope Sent Hashed/Encrypted 4/23/2021 5:35:07 AM Payment Events Status Timestamps **Electronic Record and Signature Disclosure**

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Octopus Energy (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Octopus Energy:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: louiseballoch@thecurvegroup.co.uk

To advise Octopus Energy of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at louiseballoch@thecurvegroup.co.uk and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Octopus Energy

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to louiseballoch@thecurvegroup.co.uk and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Octopus Energy

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to louiseballoch@thecurvegroup.co.uk and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: https://support.docusign.com/guides/signer-guide-signing-system-requirements.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

You can access and read this Electronic Record and Signature Disclosure; and

 You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and

Until or unless you notify Octopus Energy as described above, you consent to receive
exclusively through electronic means all notices, disclosures, authorizations,
acknowledgements, and other documents that are required to be provided or made
available to you by Octopus Energy during the course of your relationship with Octopus
Energy.



LIFE GOALS, DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY CONFIDENTIAL

Date: July 20, 2019

Shubham Patil

Rahim shaikh road, Pune, 411006

Dear Shubham Patil,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Junior Executive and you will be functionally working as Relationship Manager in Grade L1B at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before July 22, 2019. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Pune HO and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

Transfer

The Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

3. Compensation Package

Your compensation package will be as detailed in Annexure A. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE,

B BAJAJ Allianz (1)

Bajaj Allianz Life Insurance Co. Ltd.

the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

Although your normal work will consist of the duties and business targets as assigned to you from time to time, Job Description which shall be achieved by you to the satisfaction of the Company, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Your appointment and continuation in employment is subject to your being found fit in the pre-employment Medical Examination or in any Medical Examination during the course of your employment as may be prescribed by the Company.

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any compensation or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving tothe other at any time, notice in writing for the period based on your Grade at the time of termination, as notice period defined below:

L1 Grade & below: 1 (one) month L2 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

- b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.
- c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.
- d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/Polices of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz. Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company in terms of Section 2(77) of The Companies Act, 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of you becoming so.

14. Confidential Information

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, services and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Company's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Company.

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Bajaj Allianz Life Insurance Co. Ltd.

You hereby agree that you will not, at any time during or after your employment with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, the Company. For the purpose of this paragraph, the term "Company" shall also include all affiliates of the company.

Any disclosure which has not been expressly authorized by the Company shall be called 'unauthorized disclosure'. For the purpose of this paragraph; the term "Company" shall also include all affiliates of the Company.

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of Confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction'. Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Company either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

All works developed by you during the course of your employment with the Company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such Works and those of any other derivative Works, to the Company. You will promptly provide to the Company a complete written disclosure for each such Work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works. The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company.

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

Bajaj Allianz Life Insurance Company Limited

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Bajaj Allianz Life Insurance Co. Ltd.

without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence and/or gross dereliction of duties on your part, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/cash advances/loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company or assets of the company are surrendered /disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment of the Company without settling amounts due from you to the Company or if the same are not recoverable, either in full or part, from the dues payable to you by the Company, the Company shall reserve the right to initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.



Bajaj Allianz Life Insurance Co. Ltd.

23. Department Specific Terms and Conditions

You shall be governed by the norms, terms and conditions, as per your job requirements, if any as mentioned in Annexures, annexed hereto, and the same shall be deemed to be an integral part of this agreement.

Anti-Bribery Undertakings

During the course of your employment with the Company, you shall not commit, authorize or permit any action which would cause the Company and/or the Company's affiliates to be in violation of any applicable antibribery laws or regulations and the internal policy of the Company on corruption and bribery. This obligation applies in particular to illegitimate payments to government officials, representatives of public authorities or their associates, third parties, families or close friends to any other entity or individual including yourself.

You hereby agree and undertake that you shall neither offer or give, or agree to give, to any employee, representative or third party nor accept, or agree to accept from any employee, representative or third party any gift or benefit or consideration of any kind as an inducement or reward for doing or refraining from doing or having done or refrained from doing, any act, or for showing or refraining from showing favour or disfavour to the Company, be it monetary or otherwise, which the recipient is not legally entitled to receive.

You hereby agree and undertake that you shall promptly notify the Company, if you become aware of or have specific suspicion of any corruption and bribery with regard to any such activity. In case any prohibited payments or gifts are made or received by you, as stated herein above, or if the Company has reasonable cause to believe that such payments or gifts have been or are being made, the Company may terminate your employment with immediate effect.

25. Litigation and Court Cases

During and after the severance of employment with the Company, for any reasons, if required by the Company, you shall be required to file an affidavit in the Court of Law, deposing the facts and circumstances, of a case at hand. Further you shall appear and depose on behalf of the Company, in any Court of Law or Authority, if so desired by the Company.

All costs and expenses incurred in any travel for any court case(s) shall be subject to prior approval of the Company in writing and shall be reimbursed to you on case to case basis.

26. Exclusive employment, Non-Compete and Non-Solicitation

- (a) You hereby agree and undertake that during the period of your employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other person or entity.
- (b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you and for a period of one (1) year from the date you have ceased to be in employment with the Company, you shall not:
- (i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose

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Bajaj Allianz Life Insurance Co. Ltd.

doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your employment.

Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and Procedures of the Company as presently applicable and as may be amended from time to time.

You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Company.

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

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You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.

If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s) you shall immediately inform the Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

For Bajaj Allianz Life Insurance Company Ltd.

Ruben Selvadoray

Kluy.

Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature: ₋		
Name:	 	
Date:	· · · · /	

Bajaj Allianz Life Insurance Company Limited



				Bajaj Allianz Life Insurance Co. Ltd	
		ANNEXURI	<u> </u>		
		COMPENSATION ENTIT	LEMENT SHEET		
				Date: July 20, 2019	
Name:	Shu	bham Patil			
Department: Onli		Online Sales			
Position Des	scription: Rela	Relationship Manager			
Internal Des	ignation: Junio	Junior Executive			
Grade:		L1B			
Location Code:		e HO	Location: Pune HO		
S. No.	Components		Rs. Per Month	Rs. Per Annum	
1	Fixed Basic		6,500.00	78,000.00	
2	Minimum HRA Statutory Bonus		3,250.00	39,000.00	
3			1,300.00	15,600.00	
4	Flexible Benefits		5,783.00	69,396.00	
	Sub Total (A)		16,833.00	201,996.00	
5	Company's Provident fund contribution		1,474.00	17,688.00	
6	Gratuity as per the Act		313.00	3,756.00	
7	ESIC		547.00	6,564.00	
		Sub Total (B)	2,334.00	28,008.00	
		Total Fixed	19,167.00	230,004.00	
8	Indicative Performance Bonus**			0,00	
	Tota	Cost to Company		230,004.00	

Flexible Benefits:

- Children's Hostel Allowance Rs. 300 per month per child up to a maximum of two children.
- Children's Education Allowance Rs. 100 per month per child up to a maximum of two children.

- Leave Travel Allowance (L2A & Above) For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.

 National Pension Scheme (L2B & Above) up to 10% of monthly basic salary.

 Company Car (L4B & above) One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
- Superannuation (L4B & above) 15% of Basic.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com CIN: U66010PN2001PLC015959

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Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit,

Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy

The employee and family members can avail Group Mediclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.

Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.

Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) 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.

All future ex-gratia Variable pay/Performance pay would include prospective/retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statues. Also the Company reserves the right to adjust/recover such increased/additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/intimation. This is basis the fact that the CTC is inclusive of all liability/compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in Annexure to Appointment Letter.

Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

**Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after the first working day of October of the calendar year, you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

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Annexure "S"

BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the period from 19th of the previous month till 18th of the current month. Salary will be processed on the basis of HR4U altendance only.

In the first month, New Joinee will get salary from 1st to 18th of the month along with arrears from his Date of Joining (if Date of Joining is prior to 1st of that month).

Employees whose joining compliances are completed (Employee code generated) on or after 14th of the Month shall get the salary in the subsequent month.

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

- 1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 18th of August, for all days, in which he has marked attendance.
- 2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August till 18th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in HR4U on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on HR4U will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on HR4U. We will consider it for salary payout.

Path for updation of PAN/Bank details:

HR4U --> My Profile --> Corporate Details --> Corporate Details --> Other

- 2. In case of change in bank details, please do inform to Business HRs with the scan copy of cancelled cheque by separate mail.
- 3. If you want to open new bank account, you may open Salary Account in following banks
 - a) Standard Chartered Bank
 - b) ICICI Bank
 - c) Axis Bank
 - d) Citi Bank
- 4. Ensure that the name provided to company matches with the Bank record.
- 5. Also ensure that your salary account is activated before updating details on HR4U.
- 6. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.
- 7. Salary hold for non-submission of PAN & Bank will be released by 22nd of every month, if details submitted before 15th.

For New Joinees; if bank account is not updated on HR4U, first month salary will be paid by cheque. Salary cheques will be distributed through regional HR by 7th of every month.

Signature:
Name of the employee:
Designation:
Location:
Date: /



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Bajaj Allianz Life Insurance Co. Ltd.

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2(JC2)

- 1. Duly Filled Joining Information Report (JIR)
- 2. Signed Acceptance Copy of Appointment Letter
- 3. Highest attained Education proof
- 4. Documents from previous Organisation:

Relieving Letter OR

Resignation acceptance letter with company seal OR

Full and Final Document with company seal OR

Resignation acceptance e-mail copy from official email id

5. If self employed

Income Tax Return Copy OR

Self Declaration

6. If on Contract/Commission Basis/Agent/Advisor/Consultant

Provide Resignation /Relieving letter mentioning that the candidate in no more associated with that company OR Any other official document mentioning that the candidate is no longer associated with the company

7. Permanent address proof (any one of the below)

Passport

Pan Card

Voter's Identity Card issued by Election Commission of India

Driving License

Ration Card

Aadhaar Card

Electricity Bill

BSNL Bill

House Rent Agreement or House Registration

- 8. Current Address Proof (Original)
- 9. Three passport sized photographs



Offer Letter and Terms of Employment

Date: 22.02,2019

Dear Vikas Uttam Sonawane,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

Role: Trainee

• Designation: Trainee

Grade: A

Your Total Target Compensation including all benefits will be Rs. 3,25,000/- (Three Lakh Twenty Five Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable). Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

Yours Sincerely,

For: KPIT Engineering Limited*

KNS Acharya

Vice President

Talent Acquisition Group (TAG)

Education & Competency Development (ECoDe)



COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

Basic Salary

- Your Basic Salary will be INR 16,500/- per month.

House Rent Allowance

- Your HRA will be INR 825/- per month.

Monthly Bonus

You will be eligible for monthly bonus of INR 3,300/-.

Employer's contribution to 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 KPIT will contribute 12% of your basic salary every month towards Provident Fund, as per the provisions of the said Act

You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account

India Allowance

- You will be paid INR 3,042/- per month

Total Targeted Compensation (TTC)

• TTC is the sum of all components namely - Basic salary, HRA, Conveyance allowance, monthly bonus, employer PF contribution, India allowance and FB.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Employer's contribution to Insurance Premium

• Amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium

Other benefits

It's a sum of gratuity and employer's contribution to insurance premium

Cost to Company (CTC)

• CTC is the sum of all components namely - Basic salary, HRA, Conveyance allowance, monthly bonus, employer PF contribution, India allowance, FBP, gratuity and employer's contribution to insurance premium.

OTHER BENEFITS

Annual Leave

 You will be eligible for Annual Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. You can refer to the Leave Policy on the "myWorld", KPIT's internal portal

• You are entitled to Public Holidays applicable at India every year at the regular rate of pay. If placed at a customer site, you must follow holidays observed by customer.

• You can opt for the transportation service provided by KPIT based on the availability of seats and the present standard **Transport Service** routes. The cost of transportation will be borne by you, cost and the route details would be as per the KPIT Policy.

Benefits Coverage

- Group Medical Insurance cover of INR 6,00,000.00/-
- Group Term Life Insurance cover of INR 10,05,000.00/-
- Group Personal Accident Insurance cover of INR 10,00,000/-
- * The above Plan however can be modified on yearly basis at Employer's discretion



ANNEXURE A

Components	Monthly [Amount (in INR)]	Yearly [Amount (in INR)]
Basic Salary	16,500.00	198,000.00
House RentAllowance	825.00	9,900.00
Monthly Bonus	3,300.00	39,600.00
Employer's contribution to Provident Fund	1,980.00	23,760.00
India Allowance	3,042.00	36,500.00
Flexi Basket*	0.00	0.00
Additional Allowance	1,437.00	17,240.00
Fixed Compensation**	0.00	325,000.00
Skill Allowance	0.00	0.00
Other Compensation	0.00	0.00
Variable Performance Incentive***	0.00	0.00
Incentive and Bonus	0.00	0.00
Monthly Total	27,084.00	0.00
Total Target Compensation	0.00	325,000.00
Notional Provision for Statutory Gratuity	0.00	9,524.00
Employer's contribution to Insurance Premium	0.00	4,700.00
Other Benefits	0.00	14,224.00
Cost to Company	0.00	339,224.00

- Fixed compensation is payable subject to adherence of all applicable policies of the organization.
- ** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.
- *** 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.

Kindly note

- The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- Certain figures mentioned in this Letter of Offer, including financial information have been subject to rounding-off adjustments. In certain instances,
 - The sum change of such numbers may not match exactly to the total figure given; and
 - The sum of the numbers in a column or row in certain tables may not match exactly to the total figure given for that column or row.



Terms of Employment -

Bond

 You will also be required to sign a Bond of 24 months prior to your appointment. This covers the cost of training that we will provide to you. In the event of breaching the bond, there will be a penalty of INR 2,00,000 payable to the company in lieu of training costs.

Probation Period

 You will be on probation for 6 Months. Your confirmation will be communicated to you in writing. KPIT reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

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.

Mobility

 KPIT reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

Salary Review, Increments and Promotions

- Your performance and contribution to the company will be an important consideration for salary Review,increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

Alternative Employment

• As a full-time employee of KPIT, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of KPIT

· As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

Overseas Agreement / International Assignment Agreement

- If you are on international assignment, you will be covered by the KPIT International Assignment policy from the date of deputation, accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment
- In case of every international assignment that exceeds 30 days, you will be required to serve notice period KPIT as per the policy. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to KPIT and its associates. This transfer of knowledge and information is essential for KPIT 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 KPIT for a minimum period of 12 months on completion of training

KPIT Code of Conduct

 You are required to sign the KPITs Code of Conduct and follow the same in your day to day conduct as an employee of **KPIT**

Conditional Offer:

- The Offer is valid subject to:
 - a. Passing of KPIT PACE Assessment (if applicable)
 - b. Your joining in the organization is subject to: Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.

Notice Period

- During your employment with KPIT, including probation / training, either you or KPIT can terminate the appointment by giving
 - 30 days' notice during the probation period and
 - o 90 calendar day's written notice or 3 month's basic salary in lieu of the notice after confirmation of services.
- The Company reserves the right to release the employee prior to the notice period taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. If you are covered under Deputation Agreement / International Assignment Agreement, either you or KPIT can terminate the appointment by giving 90 calendar days' written notice as set out in the Separation Policy of KPIT
- KPIT reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.

KPIT Engineering Limited*



- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- The company retains the right to recover from you any expenses incurred by it about your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- The company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members.
- The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment.

Retirement

• You will retire from the services of the Company on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

Employment in India

• 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 for permanent employment with KPIT. Keeping your permit / permission up to date during the course of employment with KPIT and submitting a valid copy of that to KPIT is your responsibility

Letter of Appointment

You will be issued a letter of appointment at the time of your joining and completing joining formalities as per KPITs
policy

Terms and Conditions

• The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment

Rules and Regulations of the Company

• Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

Compliance to all clauses

• You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle KPIT in withdrawing this offer letter at its sole discretion.

Validity:

- This offer is valid for a period of 7 days from the date of issue. Also, the company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- the company retains the right to recover from you any expenses incurred by it in connection with your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- the company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members

Arbitration

- Any dispute concerning the subject matter of the present appointment letter or Confidentiality & IPR Assignment
 Undertaking or the breach, termination or validity thereof which shall include but not limited to issue as to the
 interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first
 attempted to be settled mutually, failing in which, the dispute shall be referred to the sole arbitrator to be appointed
 mutually.
- In case the Arbitrator is not appointed mutually, the dispute shall be referred to the arbitrator that shall be appointed by
 the High Court of Judicature of Bombay on an application in that behalf by either of the party as per the provisions of
 the Arbitration and Conciliation Act 1996.
- The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India. However, in case of any difference on provisions of law in Stale Law and Central Law on a particular subject, state laws applicable in state of Maharashtra shall prevail.



Document submission

- 1. Standard X and XII marksheets / equivalents
- 2. Degree certificate and marksheets for all semesters
- 3. Postgraduate Degree certificate and marksheets for all semesters
- 4. Passport / Driving License / Ration Card
- 5. Experience certificate from previous employers indicating the following:
 - Period of employment
 - 2. Technology areas you have worked on
 - 3. Certificates for any training provided by your previous employers in various technologies
 - 4. Release letter and experience letter from current and all previous employers indicating date of release
- 6. PAN card
- 7. Aadhar Card
- 8. Work permit or any other documentation required to take up permanent employment with KPIT
- 9. Three photographs (as per US visa specifications 50 x 50 mm,80% face, grey/white background)
- 10. Provident Fund Number
- 11. Name Change Documents (If applicable)

Contact

Kate nagar,colony no-3,Alandi Devachi. 8381021295 (Home) rushisp156@gmail.com

www.linkedin.com/in/rushikesh-sanap-a29645159 (LinkedIn)

Top Skills

Programming

SQL

Java

Certifications

College Developement Committe Member

Rushikesh Sanap

Jr.Associate
Pune

Experience

Synechron

Jr.Associate

December 2019 - Present (2 years 5 months)

Pune Maharashtra India

JavaScript, React JS, Node JS, Rust,

ThinkQuotient Software Private Limited HTML,CSS,Bootstrap Developer October 2019 - November 2019 (2 months) Pune, Maharashtra, India

telcocrates

Drive Test Engineer
June 2019 - June 2019 (1 month)
Visakhapatnam, Andhra Pradesh, India

telcocrates

Drive Test Engineer November 2018 - November 2018 (1 month) Pune, Maharashtra, India

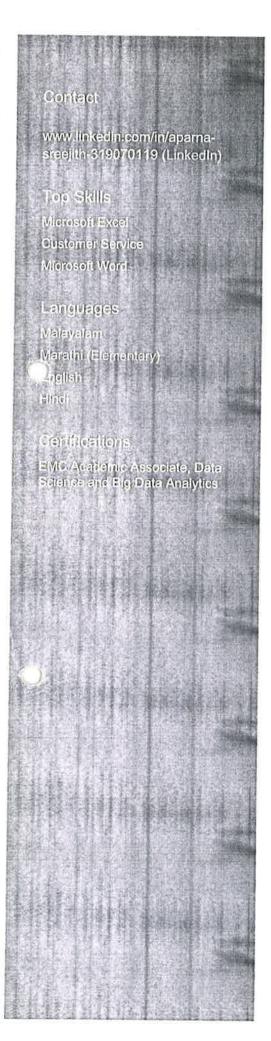
Bharat Sanchar Nigam Limited Hands on SDH and DWDM November 2017 - November 2017 (1 month) Jabalpur, Madhya Pradesh, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Engineering - BE, Electrical, Electronics and Communications
Engineering · (2015 - 2019)

Genba Sopanrao Moze Trusts Genba Sopanrao Moze College of Pharmacy, Pune





Aparna Sreejith

SAP Trainee at Mphasis

Experience

Mphasis

10 months

SAP Trainee
July 2021 - Present (9 months)
Pune, Maharashtra, India

Technical Associate
June 2021 - July 2021 (2 months)
Prare, Mana achtra, India

Education

MIT Academy of Engineering, Alandi, Pune Bachelor's Degree, Computer Engineering (2014 - 2018)

Sinhgad Public School, Lonavala