



Veritas Software Technologies India Private Limited  
EON Free Zone, 0-02 Floor, Wing 4,  
Cluster A, Plot No. 1,  
Survey No. 77, MIDC Knowledge Park,  
Kharadi, Pune - 411014, India. www.veritas.com  
Tel.: 020-66370297, Fax No. : 020-66157709  
Corporate Identification Number:  
U72200PN2015FTC154978

19-Feb-21

Shardul Kulkarni

Beed

Dear Shardul,

**Appointment as Associate Software Engineer**

We are pleased to offer you the appointment as **Associate Software Engineer** with Veritas Software Technologies (India) Private Limited (the "**Company**").

This offer is subject to your acceptance of the following terms and conditions:

1. **Designation:** You will be appointed as **Associate Software Engineer** or such other position determined by the Company from time to time (in which case the terms of this employment agreement (the "**Agreement**") will continue to apply to your new position). You will be initially be reporting to **Ashish Jadhav, Dir, Development**, or such other person or position, as determined by the Company from time to time.
2. **Date of Commencement:** As agreed, you will commence your employment with the Company on **26-Jul-21**.

This offer is contingent on: [INSERT ONLY AS APPLICABLE: (i) you obtaining at least a CGPA of 5.5 from your university ("Results") and producing to us documentary evidence of the same, and (ii)] you obtaining and maintaining at all times any required work permits/qualifications for you to lawfully work for the Company in India. If you [do not achieve the Results / do not produce relieving letter, or if you] do not have and maintain any such work permits/qualifications, this offer and any acceptance hereof is deemed null

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and void, your employment will be terminated immediately and you agree that you are not entitled to any notice, or payment of salary in lieu of notice."

3. **Site of Employment:** The normal place of work will be **Pune**. You may be required to work at any premises of the Company, and its affiliates, or at the premises of their customers, clients, suppliers or associates within India, or abroad, from time to time. You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.
4. **Previous Employment:** If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.
5. **Background Check:** The offer of employment is subject to and contingent upon verification of the details provided by you and the Company's satisfaction with the results of any reference and background checks, which shall include without limitation – interviewing past and current employers and verifying educational and professional and qualifications. For business requirements, you may also be required to undergo a criminal check. If you provide or cause someone else to provide any false or misleading information, or if the Company is not satisfied in its absolute discretion with the results of the reference/background checks, then this offer and any acceptance of it by you will be

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deemed to be null and void and of no effect. If you have commenced employment, your employment may be terminated immediately and without any payment of salary in lieu of notice. As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you before joining the Company. If there are none, you will be required to provide a written declaration stating so.

6. **Duties and Responsibilities:** You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time. You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.
7. **Salary:** You will receive an annual gross base salary of Indian Rupees **875000 (Rupees Eight Lacs Seventy Five Thousand Only)** payable in monthly installments. Such salary shall be subject to all applicable withholding income tax requirements and other applicable deductions.
8. **Annual Incentive Plan:** Based on your position, you are eligible to participate in the Annual Incentive Plan (AIP), a discretionary incentive program that rewards the achievement of Veritas Technologies LLC's financial objectives. This plan may be amended, withdrawn or replaced without notice and at the Company's sole discretion, subject to applicable local law. Under the current program, you will be eligible for an annual bonus target of **7%** of your annual salary/OTE. Your actual payment may be higher or lower depending on company performance and will be prorated based on your hire date in relation to the current fiscal year AIP plan. Details of the AIP plan will be made available to you once you begin

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your employment with Veritas. To receive the award, you must satisfy all eligibility requirements of the Program, which will be available to you after you begin your employment.

9. **Annual Leave:** You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found at HR VHelp.
10. **Public Holiday:** You shall be granted public holidays as listed for office employees by the local Government.
11. **Suspension:** The Company further reserves the right to suspend you with or without pay from employment during any period where the Company is investigating your alleged misconduct and/or any breach (including but not limited to any breach of the Policies as defined below or any other regulations) by you.
12. **Termination:** The Company shall, at its sole discretion, be entitled to suspend you without pay, demote you or terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases, which are deemed "for cause":
  - (a) if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force, or fail to perform your duties to the satisfaction of the Company;

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- (b) if you become bankrupt or have a receiving order made against you, or make any general composition with your creditors;
- (c) if you commit any act that is in contravention of any laws of India and undergo police investigation therefor, without satisfactory explanation to the Company, or if you are present in Company's premises under the influence of alcohol and/or any other intoxicating substances; and/or
- (d) if you are **absent** from work without the Company's consent for a continuous period of **three working days**, unless your absence is due to circumstances beyond your control or later is excused by medical certification valid for the period of absence.

In the event that your employment with the Company is terminated for any other reason, the Company will provide 60 days' notice (or such greater amount of notice as may be required by law) or payment in lieu of notice. If you voluntarily terminate your employment with the Company, you must provide us with 60 days' written notice.

During any period of notice, you may be required by the Company, in its absolute discretion, not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any commission or bonus) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

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13. **Effect of Termination:** Upon termination of this Agreement pursuant to the section on Termination for cause set out in clause 12, you shall not be entitled to any compensation, severance pay, or indemnity whatsoever.
14. **Policies of the Company:** You are subject to the policies, procedures and rules of the Company ("**Policies**") as amended from time to time. For the avoidance of doubt, the Policies do not create contractually binding obligations on the Company, however, failure on your part to comply with the Policies may result in disciplinary action up to and including termination of your employment.
15. **Restrictive Covenant:** You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company) and whether on your own account or for any other person, firm or company directly or indirectly in connection with any business similar to or in competition with the business of the Company solicit or endeavor to entice away from the Company any person, firm or company (a) who or which in the 12 months prior to the end of your employment shall have been a client or supplier of or in the habit of dealing with the Company and (b) with whom or which you had personal dealings in the course of your employment in the 12 months prior to the end of your employment.

You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company), either alone or in association with others (i) solicit, or permit any organization directly or indirectly controlled by you to solicit, any employee of the Company to leave the Company, or (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by you to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company at the time of the termination or cessation of your employment with the Company; provided, that this clause (ii) shall not apply to any

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individual whose employment with the Company has been terminated for a period of twelve months or longer.

16. **Data Privacy:** You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's Group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your own personal data (where collected) and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in the Employee Privacy and Data Protection Notice.
17. **Entire Agreement:** This Agreement, along with the Confidentiality and Intellectual Property Agreement and the Employee Privacy and Data Protection Notice and the relocation document, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.
18. **Conditions:** This Agreement shall be interpreted and given effect in accordance with the laws of India. The parties agree to submit to the exclusive jurisdiction of the courts of the state of Maharashtra with respect to the adjudication of any dispute arising hereunder. Nothing in this Agreement shall operate to exclude or limit any liability for fraud. If any term or provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired, and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.
19. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Veritas Technologies LLC ("Veritas"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any

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Computer - Branch  
2021 Batch

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subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

Employment with the Company is contingent upon verification of your personal and professional references. In addition, if you agree to the foregoing terms and conditions of your employment with the Company, please indicate your acceptance by signing the acknowledgment below.

This offer is valid for 5 business days from the date of this letter.

I look forward to working with you in the future. I am sure you will find the Company a challenging and rewarding place to be.

For,  
Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep  
India HR Lead

I, **Shardul Kulkarni** have read and understood the foregoing, and I agree and accept the terms and conditions of employment contained therein.

\_\_\_\_\_  
Name (Legal) & Signature Date

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02

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**19-Feb-21**  
**Mahij Momin**  
**Pune**

Dear Mahij,

### **Appointment as Associate Software Engineer**

We are pleased to offer you the appointment as **Associate Software Engineer** with Veritas Software Technologies (India) Private Limited (the "**Company**").

This offer is subject to your acceptance of the following terms and conditions:

1. **Designation:** You will be appointed as **Associate Software Engineer** or such other position determined by the Company from time to time (in which case the terms of this employment agreement (the "**Agreement**") will continue to apply to your new position). You will be initially be reporting to **Ashish Jadhav, Dir, Development**, or such other person or position, as determined by the Company from time to time.
2. **Date of Commencement:** As agreed, you will commence your employment with the Company on **26-Jul-21**.

This offer is contingent on: [INSERT ONLY AS APPLICABLE: (i) you obtaining at least a CGPA of 5.5 from your university ("Results") and producing to us documentary evidence of the same, and (ii)] you obtaining and maintaining at all times any required work permits/qualifications for you to lawfully work for the Company in India. If you [do not achieve the Results / do not produce relieving letter, or if you] do not have and maintain any such work permits/qualifications, this offer and any acceptance hereof is deemed null

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and void, your employment will be terminated immediately and you agree that you are not entitled to any notice, or payment of salary in lieu of notice."

3. **Site of Employment:** The normal place of work will be **Pune**. You may be required to work at any premises of the Company, and its affiliates, or at the premises of their customers, clients, suppliers or associates within India, or abroad, from time to time. You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.
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5. **Background Check:** The offer of employment is subject to and contingent upon verification of the details provided by you and the Company's satisfaction with the results of any reference and background checks, which shall include without limitation – interviewing past and current employers and verifying educational and professional and qualifications. For business requirements, you may also be required to undergo a criminal check. If you provide or cause someone else to provide any false or misleading information, or if the Company is not satisfied in its absolute discretion with the results of the reference/background checks, then this offer and any acceptance of it by you will be

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deemed to be null and void and of no effect. If you have commenced employment, your employment may be terminated immediately and without any payment of salary in lieu of notice. As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you before joining the Company. If there are none, you will be required to provide a written declaration stating so.

6. **Duties and Responsibilities:** You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time. You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.
7. **Salary:** You will receive an annual gross base salary of Indian Rupees **875000 (Rupees Eight Lacs Seventy Five Thousand Only)** payable in monthly installments. Such salary shall be subject to all applicable withholding income tax requirements and other applicable deductions.
8. **Annual Incentive Plan:** Based on your position, you are eligible to participate in the Annual Incentive Plan (AIP), a discretionary incentive program that rewards the achievement of Veritas Technologies LLC's financial objectives. This plan may be amended, withdrawn or replaced without notice and at the Company's sole discretion, subject to applicable local law. Under the current program, you will be eligible for an annual bonus target of **7%** of your annual salary/OTE. Your actual payment may be higher or lower depending on company performance and will be prorated based on your hire date in relation to the current fiscal year AIP plan. Details of the AIP plan will be made available to you once you begin

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9. **Annual Leave:** You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found at HR VHelp.
10. **Public Holiday:** You shall be granted public holidays as listed for office employees by the local Government.
11. **Suspension:** The Company further reserves the right to suspend you with or without pay from employment during any period where the Company is investigating your alleged misconduct and/or any breach (including but not limited to any breach of the Policies as defined below or any other regulations) by you.
12. **Termination:** The Company shall, at its sole discretion, be entitled to suspend you without pay, demote you or terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases, which are deemed "for cause":
  - (a) if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force, or fail to perform your duties to the satisfaction of the Company;

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- (b) if you become bankrupt or have a receiving order made against you, or make any general composition with your creditors;
- (c) if you commit any act that is in contravention of any laws of India and undergo police investigation therefor, without satisfactory explanation to the Company, or if you are present in Company's premises under the influence of alcohol and/or any other intoxicating substances; and/or
- (d) if you are **absent** from work without the Company's consent for a continuous period of **three working days**, unless your absence is due to circumstances beyond your control or later is excused by medical certification valid for the period of absence.

In the event that your employment with the Company is terminated for any other reason, the Company will provide 60 days' notice (or such greater amount of notice as may be required by law) or payment in lieu of notice. If you voluntarily terminate your employment with the Company, you must provide us with 60 days' written notice.

During any period of notice, you may be required by the Company, in its absolute discretion, not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any commission or bonus) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

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13. **Effect of Termination:** Upon termination of this Agreement pursuant to the section on Termination for cause set out in clause 12, you shall not be entitled to any compensation, severance pay, or indemnity whatsoever.
14. **Policies of the Company:** You are subject to the policies, procedures and rules of the Company ("**Policies**") as amended from time to time. For the avoidance of doubt, the Policies do not create contractually binding obligations on the Company, however, failure on your part to comply with the Policies may result in disciplinary action up to and including termination of your employment.
15. **Restrictive Covenant:** You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company) and whether on your own account or for any other person, firm or company directly or indirectly in connection with any business similar to or in competition with the business of the Company solicit or endeavor to entice away from the Company any person, firm or company (a) who or which in the 12 months prior to the end of your employment shall have been a client or supplier of or in the habit of dealing with the Company and (b) with whom or which you had personal dealings in the course of your employment in the 12 months prior to the end of your employment.

You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company), either alone or in association with others (i) solicit, or permit any organization directly or indirectly controlled by you to solicit, any employee of the Company to leave the Company, or (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by you to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company at the time of the termination or cessation of your employment with the Company; provided, that this clause (ii) shall not apply to any

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subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

Employment with the Company is contingent upon verification of your personal and professional references. In addition, if you agree to the foregoing terms and conditions of your employment with the Company, please indicate your acceptance by signing the acknowledgment below.

This offer is valid for 5 business days from the date of this letter.

I look forward to working with you in the future. I am sure you will find the Company a challenging and rewarding place to be.

For,  
Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep  
India HR Lead

I, **Mahij Momin** have read and understood the foregoing, and I agree and accept the terms and conditions of employment contained therein.

\_\_\_\_\_  
Name (Legal) & Signature Date

Veritas Software Technologies India Pvt. Ltd.  
Icon Block A & B, Survey No. 3/8 & 3/12, Baner Road, Pune, Maharashtra, Pune - 411045.  
Tel. : 020-66157000 Fax No. : 020-66157709, www.veritas.com

Page 8 of 8

Sign: \_\_\_\_\_ Date: \_\_\_\_\_



Veritas Software Technologies India Private Limited  
EON Free Zone, 0-02 Floor, Wing 4,  
Cluster A, Plot No. 1,  
Survey No. 77, MIDC Knowledge Park,  
Kharadi, Pune - 411014, India. www.veritas.com  
Tel.: 020-66370297, Fax No. : 020-66157709  
Corporate Identification Number:  
U72200PN2015FTC154978

individual whose employment with the Company has been terminated for a period of twelve months or longer.

16. **Data Privacy:** You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's Group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your own personal data (where collected) and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in the Employee Privacy and Data Protection Notice.
17. **Entire Agreement:** This Agreement, along with the Confidentiality and Intellectual Property Agreement and the Employee Privacy and Data Protection Notice, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.
18. **Conditions:** This Agreement shall be interpreted and given effect in accordance with the laws of India. The parties agree to submit to the exclusive jurisdiction of the courts of the state of Maharashtra with respect to the adjudication of any dispute arising hereunder. Nothing in this Agreement shall operate to exclude or limit any liability for fraud. If any term or provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired, and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.
19. **Group or Group Company:** For the purposes of this Agreement, the "Group" or "Group Company" means the Company, Veritas Technologies LLC ("Veritas"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any

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(3)

Avaya India Private Limited.  
202, Platina,  
2nd Floor Plot No C-59,  
G Block, Bandra,  
Kurla Complex,  
Bandra (E), Mumbai - 400 051

**Letter of Appointment**

Date: July 12, 2021

To

Muskan Pandey,  
MIT Academy of Engineering, Alandi road, Pune  
Maharashtra-412105.

Employee HRID: 20146543

Dear Muskan,

Sub: **Letter of Appointment**

Welcome to Avaya

Pursuant to your acceptance of the Employment Agreement February 11, 2021, we are pleased to appoint you to the position of **Software Engineer**, this appointment takes effect from July 12, 2021, is your date of joining and you will be based in our Pune office ( Level 3, 4 & 5, Tower XI Cybercity, Magarpatta City Pune, Maharashtra - 411013 ).

You will abide by the rules and regulations of the company as may be in force from time to time. You agree that your appointment is in accordance with the terms and conditions stated in the Employment Agreement February 11, 2021:

You are required to sign and submit a copy of this letter of appointment on your first day of employment

We congratulate you again on your appointment and wish you a long and successful career with us.

Yours truly,

I Agree and Accept the letter of Appointment



Roopali Gahiwad,  
Head HR - India

Muskan Pandey  
July 12, 2021

Engineering, Alandi road, Pune  
Maharashtra-412105.

Employee HRID: 20146543

Dear Muskan,

Sub: **letter of Appointment**MIT Academy  
of

2021 Batch  
Computer - Branch

Welcome to Avaya

Pursuant to your acceptance of the Employment Agreement February 11, 2021, we are pleased to appoint you to the position of Software Engineer, this appointment takes effect from July 12, 2021, is your date of joining and you will be based in our Pune office ( Level 3, 4 & 5, Tower XI Cybercity, Magarpatta City Pune, Maharashtra - 411013 ).

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You are required to sign and submit a copy of this letter of employment appointment, on your first day of

We congratulate you again on your appointment and wish you a long and successful career with us.

Yours truly, I Agree and Accept the letter of Appointment

4m&

Roopali Gahiwad  
, Head  
HR-India

Muskan Pandey  
July 12, 2021

**Fwd: Avaya India : Campus selection**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:29 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Mon, Aug 10, 2020 at 11:04 AM  
Subject: Avaya India : Campus selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

Avaya India has selected one 2021 batch student of MITAOE - Muskan Pandey, B Tech Computer, from the recruitment process conducted by MIT on 7th August.

Forwarding herewith the formal communication received from the company in this regard.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Chandran, Lisha (Lisha)** <lchandran@avaya.com>  
Date: Mon, Aug 10, 2020 at 7:23 AM  
Subject: Selected students list for Offer \_Avaya!  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir,

Thank you so much for the support. We have finished our process smoothly. We would like to offer the below two students:

1.	Muskan Pandey	mpandey@mitaoe.ac.in	MIT
2.	Shebin Silvester	silvistershebin@gmail.com	MIT

Please inform them and make sure that they don't appear for any other Campus.

Regards



Lisha Chandran |Human Resource |Avaya India, AMR Tech Park II B, #23&24, Ground Floor, Bommanahalli, Hosa Road, Bangalore - 68|Ph no. Office: +91080 67153345/9902013092 |Email Id: [lchandran@avaya.com](mailto:lchandran@avaya.com)



2021 Batch  
Computer - Branch

**Fwd: Principal Global Services Pvt. Ltd.: Campus Selections 2021 batch**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:28 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, Aug 18, 2020 at 4:47 PM  
Subject: Principal Global Services Pvt. Ltd.: Campus Selections 2021 batch  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Principal Global Services has selected the following two students of MITAOE 2021 batch, from the campus recruitment process conducted by MIT on 17th August 2020.

1. Harshal Shinde - B Tech Information Technology
2. Mohit Gurav - B Tech Computer Science

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

Forwarding herewith the formal communication received from the company for records.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Sharma, Shivani - C <sharma.shivani@principal.com>  
Date: Tue, Aug 18, 2020 at 2:22 PM  
Subject: List of Final Selects - MIT WPU, Pune!  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Siva Sankaran (eLitmus) <siva@elitmus.com>, Deshmukh, Dhanshree <Deshmukh.Dhanshree@principal.com>

Hi Hemant Sir,

Thanks a lot for your support and please find below the final select list of students.

This year we can't congratulate them personally but please share our greetings & best wishes with them and we will connect with them separately.

Candidate Id	Name	Email	Gender	Grad Specialization
4056812	Shinde Harshal Sukhadeo	hsshinde@mitaoe.ac.in	Male	Information Technology
4055887	Dheeraj Komandur	dheerajkomandur@gmail.com	Female	Computer Engineering
4057241	Madhura Bhattad	madhura.bhattad@gmail.com	Female	Others
4056970	Gurav Mohit Bhagwat	mbgurav@mitaoe.ac.in	Male	Computer Engineering



4056906	Balaji Machindra Gavhane	balajimgavhane@gmail.com	Male	Computer Science & Engineering
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Regards,

Shivani Sharma

Classification: Public

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If you are a Canadian resident and no longer wish to receive commercial electronic messages you may unsubscribe at <https://www.principal.com/do-not-email-request-canadian-residents> any time.

2021 Bat Ch

Computer - 8 IT Branch

**Fwd: Deloitte || List of Selects**

1 message

15

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: Titus, Tina Mary <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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**Fwd: Deloitte || List of Selects**

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Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
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Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

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Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
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Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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**Fwd: Deloitte || List of Selects**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: Titus, Tina Mary <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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SOLUTIONS PVT. LTD.  
Ref:408297  
Date: November 5, 2020

**Mr Sangram Sanjay Jagtap**

Namo Niwas, Tukaramnagar, Kharadi, Kharadi  
Pune, Maharashtra  
India - 411014.

**Dear Sangram Sanjay Jagtap,**

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1**.

During your training cum probation period of 12 months, you are entitled to an annual gross compensation package of **Rs.450,000.00 (Rupees Four Lakh Fifty Thousand Only)** the breakup for which is given in Annexure A.

On successful completion of training cum probation period, you will be extended a full-time employment and your grade shall stand revised to G2. 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. Tax liability will be as per Income Tax rules.

**LOCATION**

The company may require you to work at any of the 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.

**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, Powai, Mumbai - 400076  
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

#### **ANNUAL LEAVE/PUBLIC HOLIDAYS**

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

#### **NOTICE PERIOD/TERMINATION**

This contract of employment may be terminated by either party by giving sixty days written notice or gross 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.

#### **RELOCATION EXPENSES**

The termination of your employment with Xoriant Solutions for any reason on your own, or by the company for a cause like misconduct, fraud or moral turpitude, in each case within one year of your employment or transfer will result in forfeiture of your relocation expenses to be paid in full as part of the full and final settlement.

#### **NON-DISCLOSURE AGREEMENT**

I **Sangram Sanjay Jagtap**, acknowledge that once I accept this offer letter any information concerning Xoriant Solutions Pvt. Ltd (including but not limited to pre-onboarding learning modules and learning platform details, trade secrets and other proprietary information) is of a highly confidential nature, and that, as a result of my employment with Xoriant Solutions Pvt. Ltd prior to and during the Term are proprietary and confidential information concerning the business of Xoriant Solutions Pvt. Ltd and/or other members of the Xoriant Solutions Pvt. Ltd which, if known to the competitors, would damage Xoriant Solutions Pvt. Ltd businesses. Accordingly, I hereby agree that prior on onboarding, during the Term and thereafter, I shall not divulge or appropriate for my own use, or for the use or benefit of any third party (other than Xoriant Solutions Pvt. Ltd and its representatives, or as directed in writing by Xoriant Solutions Pvt. Ltd), any information or knowledge concerning the business or internal, proprietary information of Xoriant Solutions Pvt. Ltd which is not generally available to the parties outside Xoriant Solutions Pvt Ltd.

**Sangram Sanjay Jagtap**, 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 **Akash Suresh Gaikwad** email: [AkashS.Gaikwad@Xoriant.com](mailto:AkashS.Gaikwad@Xoriant.com).

Sincerely  
For Xoriant Solutions Pvt.Ltd

*RSDeshpande*

Rakhi Deshpande  
Head-Talent Acquisition

HR Signatory  
Actual Date of Joining:

Agreed & Accepted on

Sangram Sanjay Jagtap

Agreed & Accepted on

Sangram Sanjay Jagtap

**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
<b>A</b>	<b>33,360</b>	<b>400,310</b>
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	1,000	12,000
<b>B</b>	<b>2,250</b>	<b>27,000</b>
<b>C = A + B</b>	<b>35,610</b>	<b>427,310</b>
PROVIDENT FUND	1,350	16,200
GRATUITY	541	6,490
<b>D</b>	<b>1,891</b>	<b>22,690</b>
<b>CTC = C + D</b>	<b>37,500</b>	<b>450,000</b>

Sincerely

For Xoriant Solutions Pvt.Ltd

*R.S. Deshpande*

Rakhi Deshpande  
Head-Talent Acquisition

HR Signatory  
Actual Date of Joining:

Agreed & Accepted on  
Sangram Sanjay Jagtap

Agreed & Accepted on  
Sangram Sanjay Jagtap

## **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**

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.

### **GIFT CARD**

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.



**GRATUITY**

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**

**Sangram Sanjay Jagtap**

**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
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, Novell Netware etc.)
4.	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

Computer - Branch  
2021 Batch



SOLUTIONS PVT.LTD

I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing, herein after.

Name: Sangram Sanjay Jagtap

Sign: \_\_\_\_\_

- 1) Annexure A: Salary Break up
- 2) Annexure B: Description of Salary Break up
- 3) Annexure C: Document

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

*RSDeshpande*

Rakhi Deshpande  
Head-Talent Acquisition

Agreed & Accepted on

Sangram Sanjay Jagtap

HR Signatory  
Actual Date of Joining:

Agreed & Accepted on

Sangram Sanjay Jagtap

Offer electronically accepted by: Jagtap, Sangram  
Offer electronically accepted on: Nov 9, 2020 6:54 PM  
Offer electronically accepted from: 106.77.29.88

12  
comp.

SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

SOLUTIONS PVT. LTD.

Ref:408298

Date: November 5, 2020

**Ms Shivani Manish Jambukar**

B-13, H. A. Colbny , Pimpri  
Pune, Maharashtra  
India - 411018.

**Dear Shivani Manish Jambukar,**

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1**.

During your training cum probation period of 12 months, you are entitled to an annual gross compensation package of **Rs.450,000.00 (Rupees Four Lakh Fifty Thousand Only)** the breakup for which is given in Annexure A.

On successful completion of training cum probation period, you will be extended a full-time employment and your grade shall stand revised to G2. 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. Tax liability will be as per Income Tax rules.

#### **LOCATION**

The company may require you to work at any of the 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.

#### **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, Powai, Mumbai – 400076  
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

**ANNUAL LEAVE/PUBLIC HOLIDAYS**

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

**NOTICE PERIOD/TERMINATION**

This contract of employment may be terminated by either party by giving sixty days written notice or gross 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.

**RELOCATION EXPENSES**

The termination of your employment with Xoriant Solutions for any reason on your own, or by the company for a cause like misconduct, fraud or moral turpitude, in each case within one year of your employment or transfer will result in forfeiture of your relocation expenses to be paid in full as part of the full and final settlement.

**NON-DISCLOSURE AGREEMENT**

I **Shivani Manish Jambukar**, acknowledge that once I accept this offer letter any information concerning Xoriant Solutions Pvt. Ltd (including but not limited to pre-onboarding learning modules and learning platform details, trade secrets and other proprietary information) is of a highly confidential nature, and that, as a result of my employment with Xoriant Solutions Pvt. Ltd prior to and during the Term are proprietary and confidential information concerning the business of Xoriant Solutions Pvt. Ltd and/or other members of the Xoriant Solutions Pvt. Ltd which, if known to the competitors, would damage Xoriant Solutions Pvt. Ltd businesses. Accordingly, I hereby agree that prior on onboarding, during the Term and thereafter, I shall not divulge or appropriate for my own use, or for the use or benefit of any third party (other than Xoriant Solutions Pvt. Ltd and its representatives, or as directed in writing by Xoriant Solutions Pvt. Ltd), any information or knowledge concerning the business or internal, proprietary information of Xoriant Solutions Pvt. Ltd which is not generally available to the parties outside Xoriant Solutions Pvt Ltd.

**Shivani Manish Jambukar**, 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 **Akash Suresh Gaikwad**  
email: **AkashS.Gaikwad@Xoriant.com**.

**Sincerely  
For Xoriant Solutions Pvt.Ltd**

*RSDeshpande*

**Rakhi Deshpande  
Head-Talent Acquisition**

**HR Signatory  
Actual Date of Joining:**

**Agreed & Accepted on**

**Shivani Manish Jambukar**

**Agreed & Accepted on**

**Shivani Manish Jambukar**

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

Sincerely  
 For Xoriant Solutions Pvt.Ltd

*R.S. Deshpande*

**Rakhi Deshpande**  
 Head-Talent Acquisition

HR Signatory  
 Actual Date of Joining:

Agreed & Accepted on

Shivani Manish Jambukar

Agreed & Accepted on  
 Shivani Manish Jambukar

**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**

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

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

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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

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

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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.



**SOLUTIONS PVT.LTD**

**GRATUITY**

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 Xorient Solutions Pvt.Ltd**

**HR Signatory**

**Actual Date of Joining:**

**Agreed & Accepted on**

**Shivani Manish Jambukar**

**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
1.	Colour passport sized photographs – 8 Nos.
2	Color photograph's soft copy for Company photo ID card <ul style="list-style-type: none"> <li>· Specification as per Id photo design are:</li> <li>· Having fixed width of 520px</li> <li>· Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side</li> <li>· Bottom crop by 3rd button of shirt just below the chest</li> <li>· Background should be white</li> </ul>
3.	Certificates supporting your education qualifications: <ul style="list-style-type: none"> <li>· SSC &amp; HSC Mark sheets</li> <li>· Mark sheets (All Semesters) and convocation certificates of degree/ post graduation.</li> <li>· Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Novell Netware etc.)</li> </ul>
4.	Following employment documents for previous all employers: <ul style="list-style-type: none"> <li>· Appointment letter</li> <li>· Experience and relieving certificates.</li> <li>· Last 2' month's pay slip</li> </ul>
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

Computer  
2021  
Batches



SOLUTIONS PVT.LTD

I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing, herein after.

Name: Shivani Manish Jambukar

Sign: \_\_\_\_\_

- 1) Annexure A: Salary Break up
- 2) Annexure B: Description of Salary Break up
- 3) Annexure C: Document

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

*R.S. Deshpande*

Rakhi Deshpande  
Head-Talent Acquisition

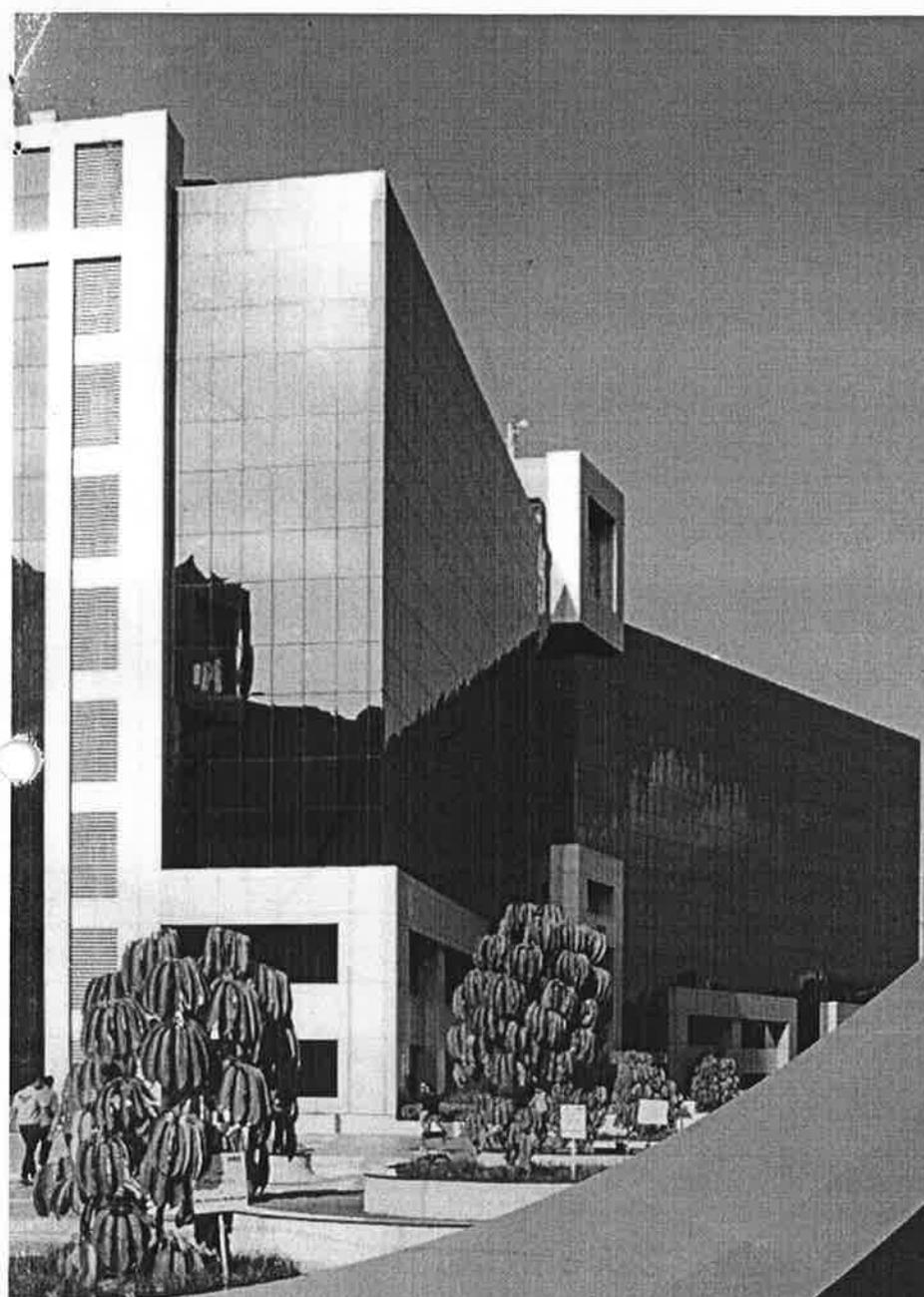
Agreed & Accepted on

Shivani Manish Jambukar

HR Signatory  
Actual Date of Joining:

Agreed & Accepted on

Shivani Manish Jambukar



# EMPLOYMENT AGREEMENT



Dear **Aarya**,

*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 DOES 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: January 25, 2021  
 Ms. Aarya Ramrao Lamkhade

### 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 **July-2021** ("Start Date").

1. Employment Terms; Compensation; Benefits	
(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: 1. Basic salary - INR 200000.00 2. House Rent Allowance - INR 200000.00 3. Provident Fund (employer contribution) - INR 24000.00 4. Leave Travel Allowance - INR 76000.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Aarya Ramrao Lamkhade**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

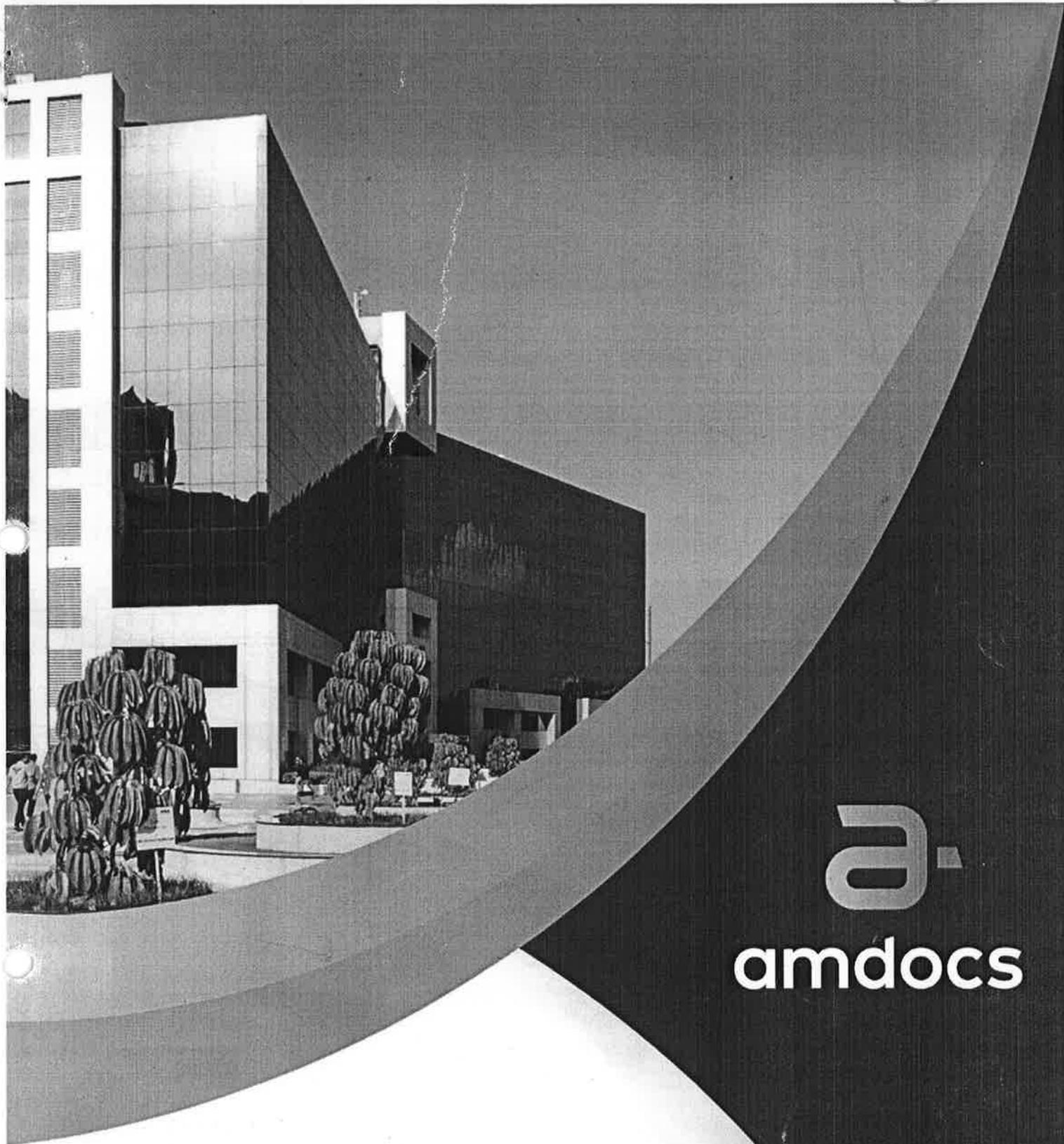
\_\_\_\_\_  
**Talent Acquisition Manager**

**Ms. Arya Ramrao Lamkhade**

\_\_\_\_\_  
**Signature**

Computer Branch

2021 Batch



amdocs

# EMPLOYMENT AGREEMENT

Dear **Madhav**,

*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 DOES 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: January 25, 2021  
 Mr. Madhav Jagdish Bhaykar

### 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 **July-2021** ("Start Date").

#### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>• Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>• Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>1. Basic salary - INR 200000.00</li> <li>2. House Rent Allowance - INR 200000.00</li> <li>3. Provident Fund (employer contribution) - INR 24000.00</li> <li>4. Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>• Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>• Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.





(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
- i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Madhav Jagdish Bhaykar**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

**Mr. Madhav Jagdish Bhaykar**

E-LOCK EVALUATION SIGNATURE

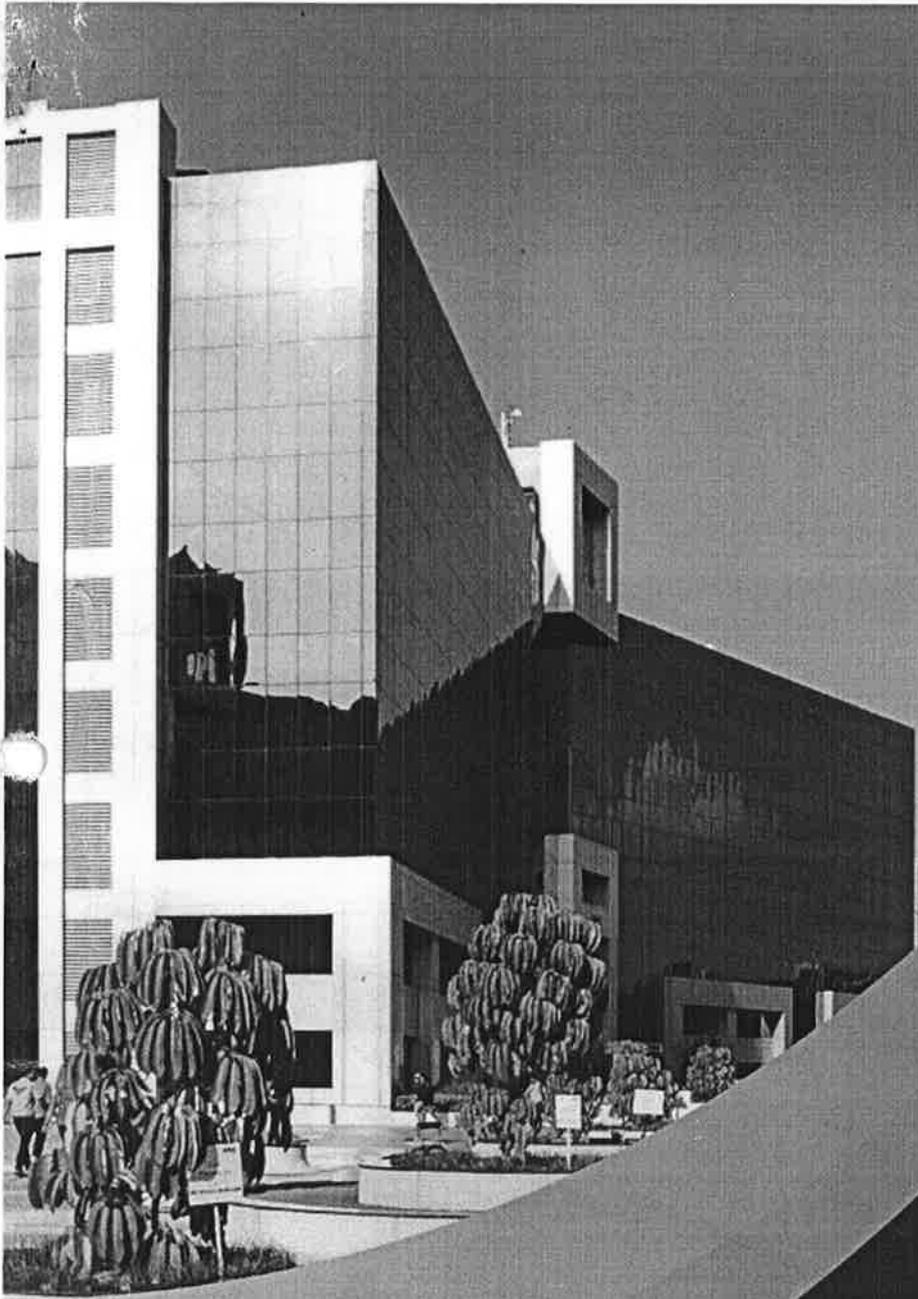
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

Computer Branch

2021 Batch



**amdocs**

# EMPLOYMENT AGREEMENT



Dear **Manasi**,

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 DOES 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: January 25, 2021  
 Ms. Manasi Machhindra Dhokare

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a)	<b>Position</b> 	<b>Software Engineering Associate</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: 1. Basic salary - INR 200000.00 2. House Rent Allowance - INR 200000.00 3. Provident Fund (employer contribution) - INR 24000.00 4. Leave Travel Allowance - INR 76000.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	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)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g)	<b>Annual Vacation</b> 	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)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
  - i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Manasi Machhindra Dhokare**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP** ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

**Ms. Manasi Machhindra Dhokare**

\_\_\_\_\_  
**Signature**

Computer Branch

2021 Batch



**amdocs**

# EMPLOYMENT AGREEMENT

Dear **Pratiksha**,

*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 DOES 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: January 25, 2021  
 Ms. Pratiksha Santosh Gandhi

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

<p>(i) <b>Maternity Benefits</b></p> 	<p>Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.</p>
<p>(ii) <b>Benefits Plans</b></p> 	<p>Entitlement to insurance schemes, if and as applicable under Amdocs' policy and subject to applicable terms of insurance policies and Amdocs policies.</p>

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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Pratiksha Santosh Gandhi**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP.** ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

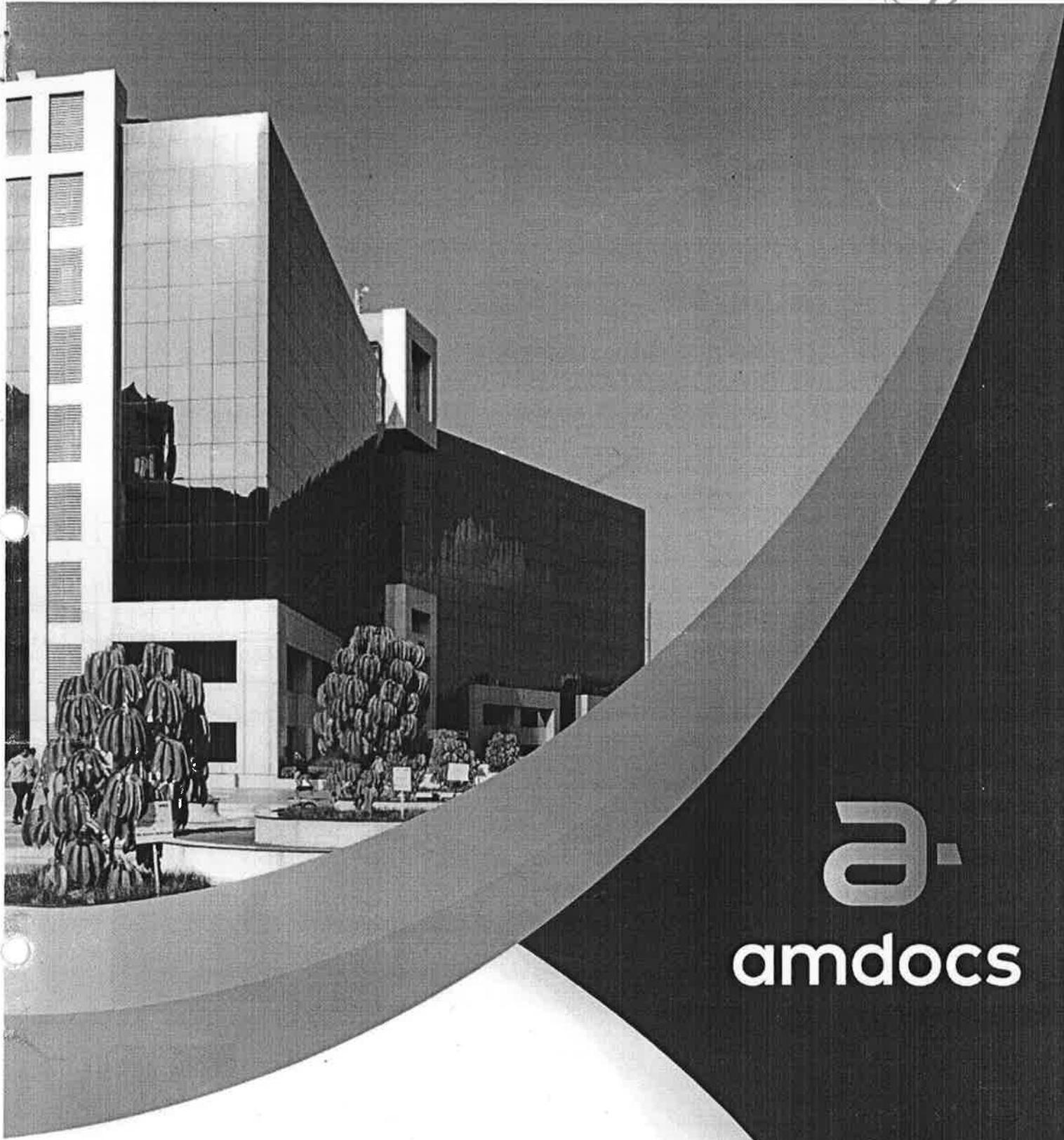
**Ms. Pratiksha Santosh Gandhi**

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

Computer Branch

2021 Batch



**amdocs**

# EMPLOYMENT AGREEMENT

Dear **Sakshat**,

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 DOES 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: January 25, 2021  
Mr. Sakshat Sunil Shinde

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>• Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>• Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>1. Basic salary - INR 200000.00</li> <li>2. House Rent Allowance - INR 200000.00</li> <li>3. Provident Fund (employer contribution) - INR 24000.00</li> <li>4. Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>• Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>• Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of This Agreement.** 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:
  - i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Sakshat Sunil Shinde**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("**Agreement**") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

**Mr. Sakshat Sunil Shinde**

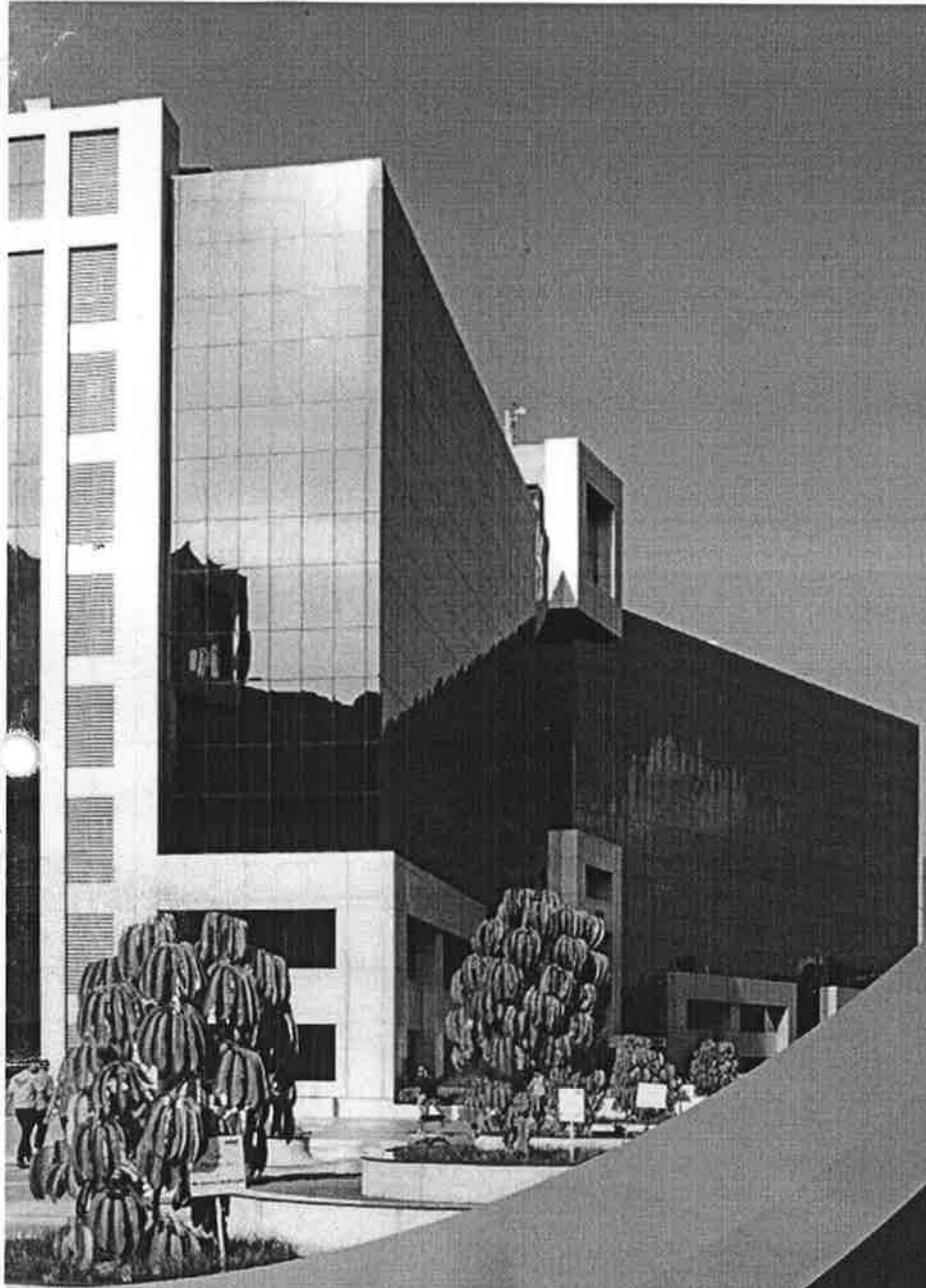
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**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**



Computer Branch  
2021 Batch

18



**amdocs**

# EMPLOYMENT AGREEMENT



Dear **Shoyab**,

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 DOES 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: January 25, 2021  
 Mr. Shoyab Abdulgani Shaikh

### 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 **July-2021** ("Start Date").

#### 1. Employment Terms; Compensation; Benefits

(a)	<b>Position</b> 	<b>Software Engineering Associate</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: 1. Basic salary - INR 200000.00 2. House Rent Allowance - INR 200000.00 3. Provident Fund (employer contribution) - INR 24000.00 4. Leave Travel Allowance - INR 76000.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	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)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g)	<b>Annual Vacation</b> 	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)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.





(i)	<b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j)	<b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
- i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Shoyab Abdulgani Shaikh**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

**Mr. Shoyab Abdulgani Shaikh**

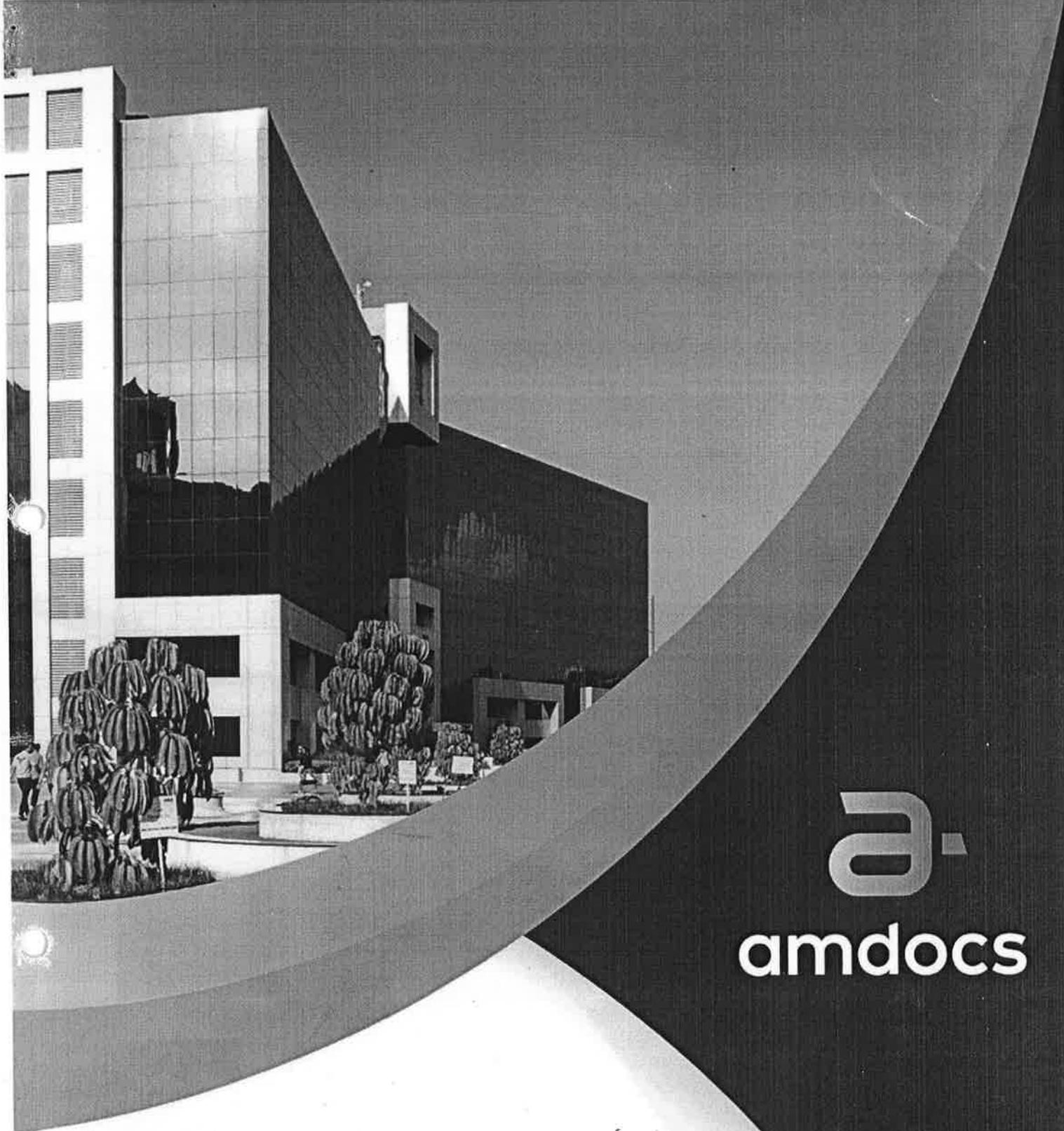
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**Talent Acquisition Manager**

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**Signature**

Computer Branch  
2021 Batch



amdocs

# EMPLOYMENT AGREEMENT



Dear **Shubham**,

*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 DOES 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: January 25, 2021  
Mr. Shubham Prabhakar Chandgude

**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 **July-2021** ("Start Date").

**1. Employment Terms; Compensation; Benefits**

(a)	<b>Position</b> 	<b>Software Engineering Associate</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: 1. Basic salary - INR 200000.00 2. House Rent Allowance - INR 200000.00 3. Provident Fund (employer contribution) - INR 24000.00 4. Leave Travel Allowance - INR 76000.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	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)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g)	<b>Annual Vacation</b> 	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)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	<b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii)	<b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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.



**a.**  
**amdocs**

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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Shubham Prabhakar Chandgude**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications.

I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.



\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

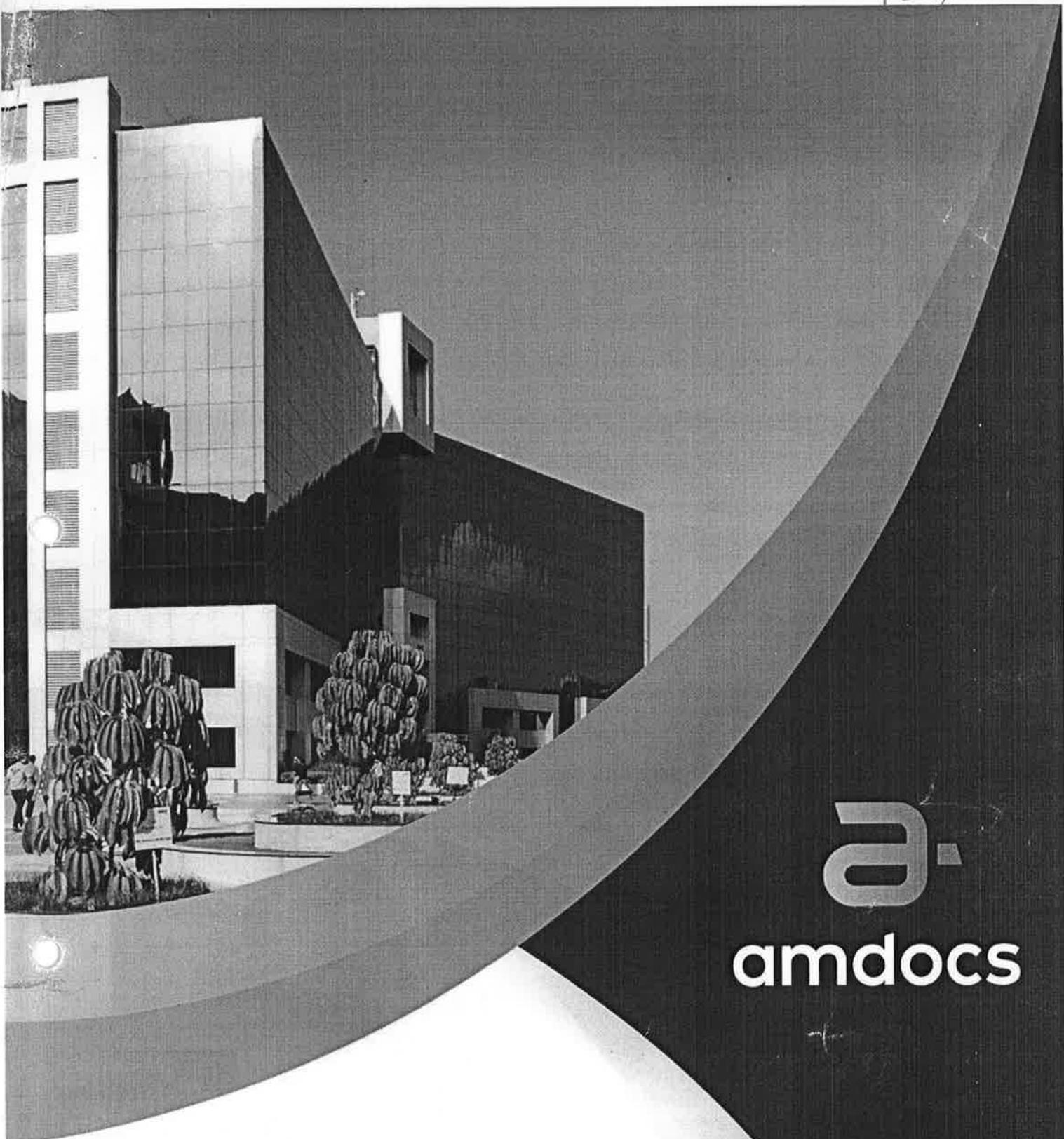
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

**Mr. Shubham Prabhakar Chandgude**

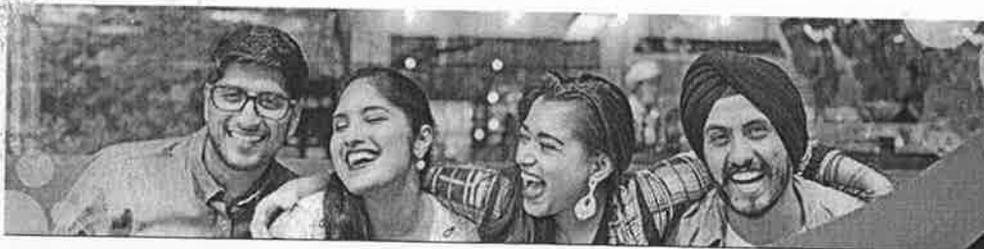
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**Signature**

Computer Branch  
2021 Batch



**amdocs**

# EMPLOYMENT AGREEMENT



Dear **Sohan**,

*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 DOES 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: January 25, 2021  
Mr. Sohan Sunil Patil

## 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 **July-2021** ("Start Date").

### 1. Employment Terms: Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	<b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j)	<b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
  - i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Sohan Sunil Patil**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

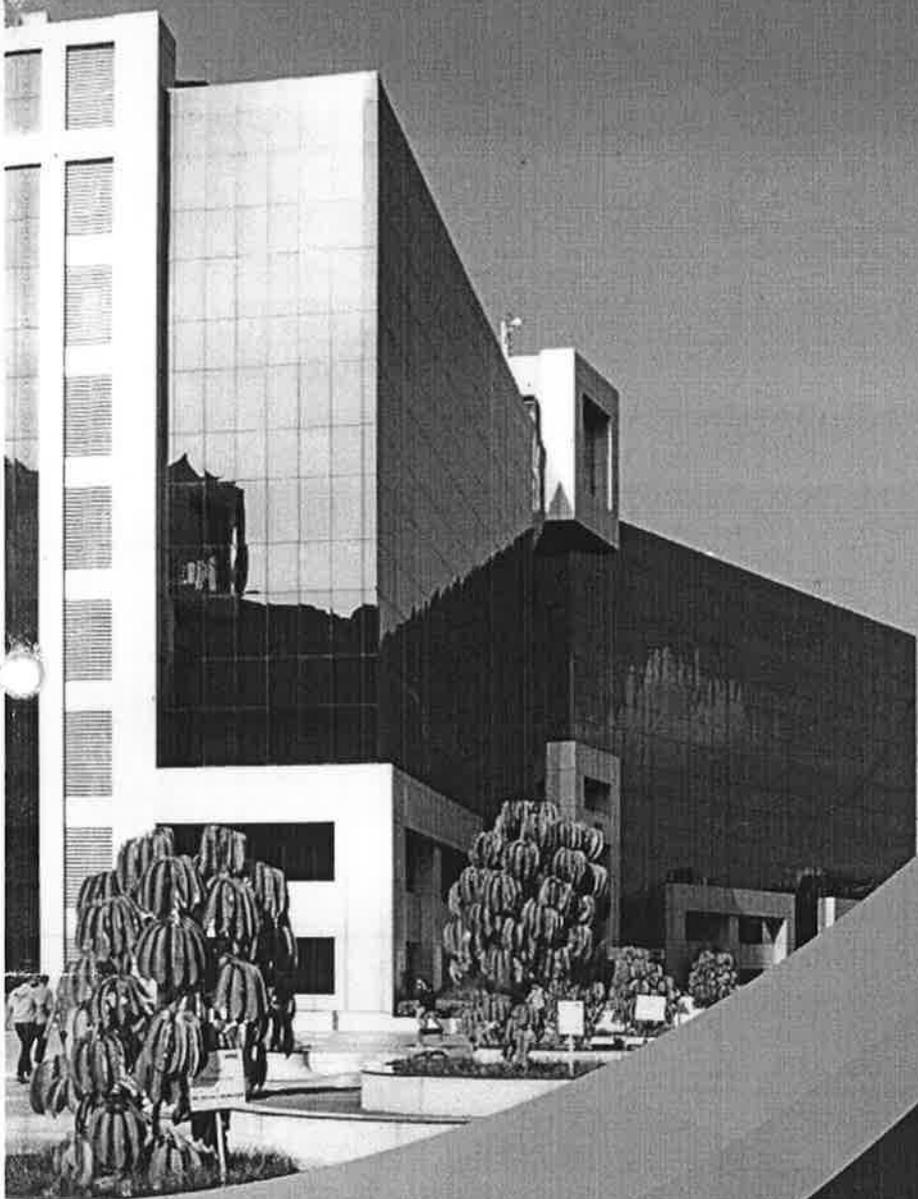
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

**Mr. Sohan Sunil Patil**

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

Computer Branch  
2021 Batch



# EMPLOYMENT AGREEMENT

Dear **Swastik**,

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 DOES 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: January 25, 2021  
Mr. Swastik Patro

## 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 **July-2021** ("Start Date").

### 1. Employment Terms: Compensation: Benefits

<p>(a) <b>Position</b></p> 	<p><b>Software Engineering Associate</b></p>
<p>(b) <b>Location</b></p> 	<p>Amdocs offices in <b>Pune</b>, India.</p> <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
<p>(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b></p> 	<p>INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components:</p> <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
<p>(d) <b>Statutory Bonus</b></p> 	<p>Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.</p>
<p>(e) <b>Gratuity</b></p> 	<p>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.</p>
<p>(f) <b>Annual Bonus</b></p> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
<p>(g) <b>Annual Vacation</b></p> 	<p>To be granted, accrued and used in accordance with Amdocs' policy and applicable law.</p> <p>You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.</p>
<p>(h) <b>Annual Sick Leave</b></p> 	<p>To be granted, accrued and used in accordance with Amdocs' policy and applicable law.</p>



- (i) **Maternity Benefits**  Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
- (j) **Benefits Plans**  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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** You shall treat this agreement as strictly confidential and not disclose its content to any person without Amdocs' prior written approval.

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- (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:
  - i. 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;
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  - 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Swastik Patro**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

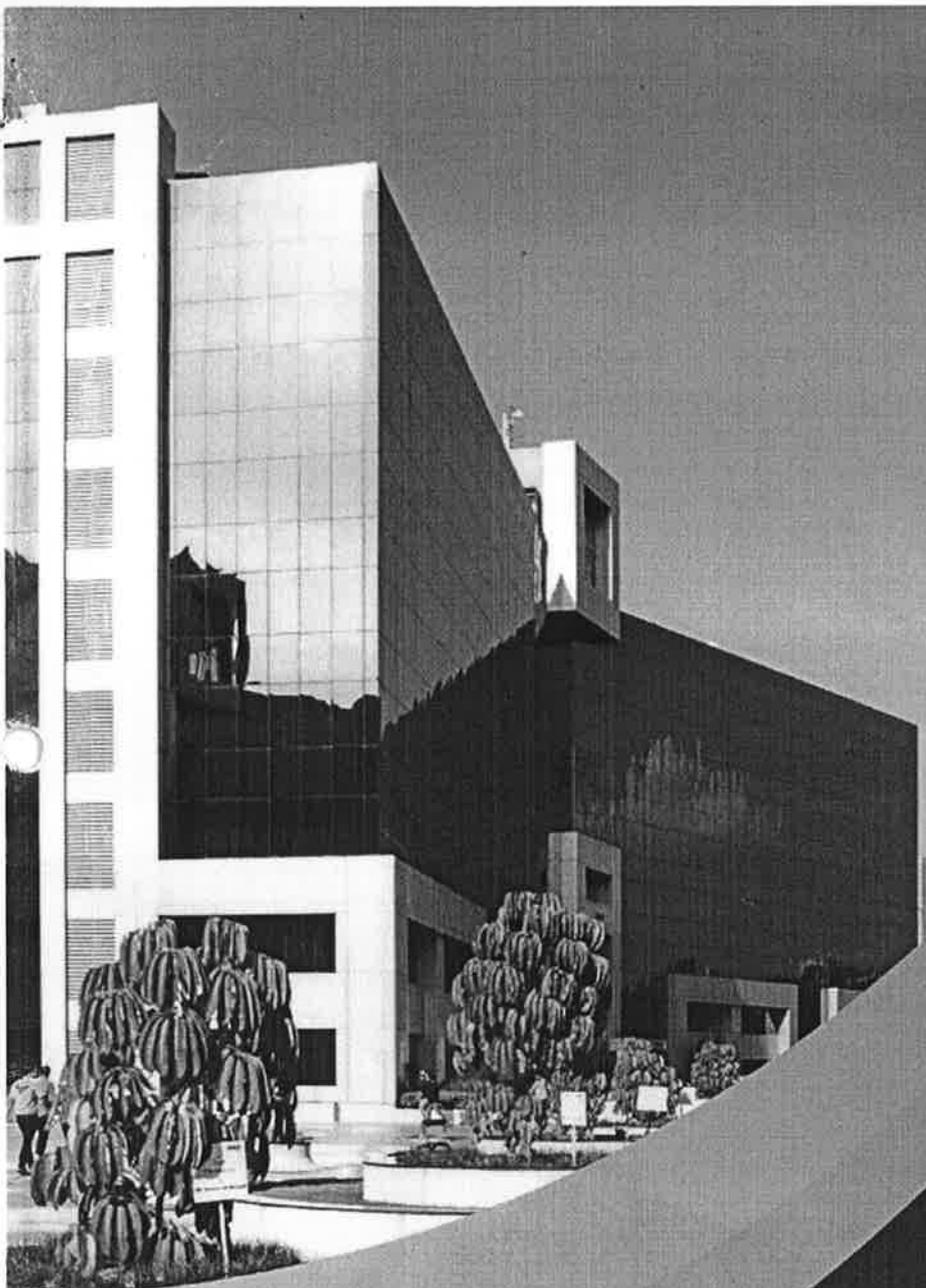
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

**Mr. Swastik Patro**

\_\_\_\_\_  
**Signature**

Computer Branch  
2021 Batch



# EMPLOYMENT AGREEMENT

Dear **Tanmay**,

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 DOES 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: January 25, 2021  
Mr. Tanmay Ravindra Gaurkar

## 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 **July-2021** ("Start Date").

### 1. Employment Terms, Compensation, Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Tanmay Ravindra Gaurkar**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

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**Talent Acquisition Manager**

**Mr. Tanmay Ravindra Gaurkar**

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**Signature**

Computer Branch

2021 Batch



ZS Associates India Private Ltd.  
World Trade Center, Tower 3, Kharadi  
Pune – 411014 (MH)  
T | +91 20 6739 5000  
F | +91 20 6739 5001  
www.zs.com

**CONFIDENTIAL**

**28 December 2020**

Vishal Singh  
MIT Alandi.

Dear Vishal,

We are pleased to extend you an offer to join ZS Associates Inc. ('ZS') as a Business Technology Solutions Associates - Intern in our Business Technology Group, to be based in our Pune office. As an intern, you will work directly with a project team, focusing primarily on one or more projects to give you a chance to learn about our firm. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result. If you elect to spend your internship with ZS, I think you will experience our innovation and growth as you learn and contribute to our projects.

**Salary:** Your annual gross salary during your internship will be INR 4,50,000. All interns are paid on the last working day of every month. For salary details, please refer to Appendix 1.

**Provident Fund:** When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

**Annual Leave and Holidays:** We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year, also on a pro-rata basis.

**Insurance:** We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents; parents residing in the same household may also be added with a benefit co-payment. Additionally, ZS provides some preventive healthcare coverage (Executive Health Check, medications, mental health, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.



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

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

**Employment and Confidentiality Agreement:** Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. To start your internship with ZS, you are required to sign the agreement.

**Intern Orientation:** ZS runs an orientation and training program for interns. This training program is designed to provide an overview of the problems you will solve and the skills you will develop as an intern.

**Start Date and Formalities:** We propose a start date with ZS of **04 January 2021**. The internship will last till **25 June 2021**. Please ensure that you report for work on the date indicated. This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to provide the following:

- Original certificates of all educational qualifications, each with a scanned copy
- Adhaar Card
- Proof of age (Pan Card or Passport scanned copy)
- Relieving letter scanned copy (if employed); if unavailable, you must provide valid proof from your last employer of your first/last day of employment
- Scanned copy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

**Termination:** Either you or ZS may terminate the internship with 30 days' written notice, with or without cause. Upon notice from either party, ZS may pay your basic salary and other contractual benefits in lieu of the unexpired notice period and/or may require you to take paid leave for all or part of the remaining notice period.

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **02 January 2021**.

The elements of this offer are personal and specific to you and, accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your availability and likely start timing. We describe benefits and



conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

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

Sincerely,

A handwritten signature in black ink that reads 'Tarun'.

Tarun Pandey  
Principal

DocuSigned by:  
Signature: Vishal Singh  
53807FF9461249F...  
Name as it appears on PAN card or passport: VISHAL SINGH  
Date Signed: 02-Jan-2021 | 8:44 AM EST



### APPENDIX 1

#### Salary Break up Details

ZS Associates India Private Ltd.	
	Annual INR
<b>ZS Gross</b>	<b>4,50,000</b>
Basic	1,80,000
HRA	72,000
LTA	15,000
Special Allowance	1,83,000
<b>Retirals</b>	<b>9,000</b>
<i>Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)</i>	
<b>Provident Fund</b>	<b>21,600</b>
Employer's contribution to <b>Provident Fund</b>	
<b>Cash Benefit</b>	<b>18,000</b>
<i>Broadband Allowance (ZS will provide a broadband allowance of INR 1,500 per month, through payroll)</i>	



## APPENDIX 2

### Local Transport Service

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Service	
<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
<b>Zone 1: Ideal</b>	Viman Nagar, Kharadi, Lulla Nagar, Wanowrie, Fatima Nagar, BT Kawade Rd., Sopan Baug, WadgaonSheri, Brahma (Majestic, Avenue, Exuberance, Estate, Angan), NIBM Road, Salunke Vihar, Shastri Nagar, Kalyani Nagar, Hadapsar, Salisbury Park, Camp, Koregaon Park and Mundwa
<b>Zone 2: Acceptable</b>	S B Road, Gokhale Nagar, Erandawane, Deccan Gymkhana, Shivaji Nagar, Katraj, Bharti Vidyapeth, Dhankawadi, Bibwewadi, Karve Nagar, Kothrud, Paud Road, Karve Road, Paud Phata, Prabhat Road, Vishrantwadi, Handewadi, Sahakar Nagar, Mukund Nagar, Shaniwar Peth, Mandai and Shukrawar Peth
<b>Zone 3: No Service</b>	Bhosari, Dhanori, Pimple Saudagar, Pimple Gurav, Old Sanghvi, Sus Road, Pashan Road, Bavdhan, Warje, Dhayari, Narhe, Sinhagad Rd., Phursungi, Nigdi, Akurdi, Chinchwad, Pimpri, Thergaon, Wakad, Balewadi, Baner and Aundh

For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

We look forward to welcoming you in ZS Pune!

2021 Batch  
Computer - Branch

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ZS Associates India Private Ltd.  
World Trade Center, Tower 3, Kharadi  
Pune – 411014 (MH)  
T | +91 20 6739 5000  
F | +91 20 6739 5001  
www.zs.com

**CONFIDENTIAL**

**28 December 2020**

Vijit Yele  
MIT Alandi.

Dear Vijit,

We are pleased to extend you an offer to join ZS Associates Inc. ('ZS') as a Business Technology Solutions Associates - Intern in our Business Technology Group, to be based in our Pune office. As an intern, you will work directly with a project team, focusing primarily on one or more projects to give you a chance to learn about our firm. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result. If you elect to spend your internship with ZS, I think you will experience our innovation and growth as you learn and contribute to our projects.

**Salary:** Your annual gross salary during your internship will be INR 4,50,000. All interns are paid on the last working day of every month. For salary details, please refer to Appendix 1.

**Provident Fund:** When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

**Annual Leave and Holidays:** We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year, also on a pro-rata basis.

**Insurance:** We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents; parents residing in the same household may also be added with a benefit co-payment. Additionally, ZS provides some preventive healthcare coverage (Executive Health Check, medications, mental health, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.



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

**Employment and Confidentiality Agreement:** Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. To start your internship with ZS, you are required to sign the agreement.

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- Original certificates of all educational qualifications, each with a scanned copy
- Adhaar Card
- Proof of age (Pan Card or Passport scanned copy)
- Relieving letter scanned copy (if employed); if unavailable, you must provide valid proof from your last employer of your first/last day of employment
- Scanned copy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

**Termination:** Either you or ZS may terminate the internship with 30 days' written notice, with or without cause. Upon notice from either party, ZS may pay your basic salary and other contractual benefits in lieu of the unexpired notice period and/or may require you to take paid leave for all or part of the remaining notice period.

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **02 January 2021**.

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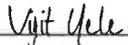
conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

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

Sincerely,

A handwritten signature in black ink that reads 'Tarun'.

Tarun Pandey  
Principal

DocuSigned by:  
Signature:  \_\_\_\_\_  
540E28262A9B47C...  
Name as it appears on PAN card or passport: VIJIT SANJAY YELE  
Date Signed: 02-Jan-2021 | 7:56 AM EST



**APPENDIX 1**

**Salary Break up Details**

ZS Associates India Private Ltd.	
	Annual INR
<b>ZS Gross</b>	<b>4,50,000</b>
Basic	1,80,000
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LTA	15,000
Special Allowance	1,83,000
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Employer's contribution to <b>Provident Fund</b>	
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## APPENDIX 2

### Local Transport Service

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<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
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For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

We look forward to welcoming you in ZS Pune!

2021 Batch

Computer - Branch



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F | +91 20 6739 5001  
www.zs.com

**CONFIDENTIAL**

**28 December 2020**

Iti Agarwal  
MIT Alandi.

Dear Iti,

We are pleased to extend you an offer to join ZS Associates Inc. ('ZS') as a Business Technology Solutions Associates - Intern in our Business Technology Group, to be based in our Pune office. As an intern, you will work directly with a project team, focusing primarily on one or more projects to give you a chance to learn about our firm. We hope that you give this opportunity with ZS serious consideration.

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**Employment and Confidentiality Agreement:** Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. To start your internship with ZS, you are required to sign the agreement.

**Intern Orientation:** ZS runs an orientation and training program for interns. This training program is designed to provide an overview of the problems you will solve and the skills you will develop as an intern.

**Start Date and Formalities:** We propose a start date with ZS of **04 January 2021**. The internship will last till **25 June 2021**. Please ensure that you report for work on the date indicated. This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to provide the following:

- Original certificates of all educational qualifications, each with a scanned copy
- Adhaar Card
- Proof of age (Pan Card or Passport scanned copy)
- Relieving letter scanned copy (if employed); if unavailable, you must provide valid proof from your last employer of your first/last day of employment
- Scanned copy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

**Termination:** Either you or ZS may terminate the internship with 30 days' written notice, with or without cause. Upon notice from either party, ZS may pay your basic salary and other contractual benefits in lieu of the unexpired notice period and/or may require you to take paid leave for all or part of the remaining notice period.

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **02 January 2021**.

The elements of this offer are personal and specific to you and, accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your availability and likely start timing. We describe benefits and



conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

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

Sincerely,

A handwritten signature in black ink that reads 'Tarun'.

Tarun Pandey  
Principal

DocuSigned by:  
Signature: Iti Agarwal  
64C84011922F43D...  
Name as it appears on PAN card or passport: Iti Agarwal  
Date Signed: 02-Jan-2021 | 8:23 AM EST



**APPENDIX 1**

**Salary Break up Details**

ZS Associates India Private Ltd.	
	Annual INR
<b>ZS Gross</b>	<b>4,50,000</b>
Basic	1,80,000
HRA	72,000
LTA	15,000
Special Allowance	1,83,000
<b>Retirals</b>	<b>9,000</b>
<i>Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)</i>	
<b>Provident Fund</b>	<b>21,600</b>
Employer's contribution to <b>Provident Fund</b>	
<b>Cash Benefit</b>	<b>18,000</b>
<i>Broadband Allowance (ZS will provide a broadband allowance of INR 1,500 per month, through payroll)</i>	



## APPENDIX 2

### Local Transport Service

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

Local Transport Service	
<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
<b>Zone 1: Ideal</b>	Viman Nagar, Kharadi, Lulla Nagar, Wanowrie, Fatima Nagar, BT Kawade Rd., Sopan Baug, WadgaonSheri, Brahma (Majestic, Avenue, Exuberance, Estate, Angan), NIBM Road, Salunke Vihar, Shastri Nagar, Kalyani Nagar, Hadapsar, Salisbury Park, Camp, Koregaon Park and Mundwa
<b>Zone 2: Acceptable</b>	S B Road, Gokhale Nagar, Erandawane, Deccan Gymkhana, Shivaji Nagar, Katraj, Bharti Vidyapeth, Dhankawadi, Bibwewadi, Karve Nagar, Kothrud, Paud Road, Karve Road, Paud Phata, Prabhat Road, Vishrantwadi, Handewadi, Sahakar Nagar, Mukund Nagar, Shaniwar Peth, Mandai and Shukrawar Peth
<b>Zone 3: No Service</b>	Bhosari, Dhanori, Pimple Saudagar, Pimple Gurav, Old Sanghvi, Sus Road, Pashan Road, Bavdhan, Warje, Dhayari, Narhe, Sinhagad Rd., Phursungi, Nigdi, Akurdi, Chinchwad, Pimpri, Thergaon, Wakad, Balewadi, Baner and Aundh

For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

We look forward to welcoming you in ZS Pune!

2021 Batch  
Computer - Branch



ZS Associates India Private Ltd.,  
World Trade Center, Tower 3, Kharadi  
Pune – 411014 (MH)  
T | +91 20 6739 5000  
F | +91 20 6739 5001  
www.zs.com

**CONFIDENTIAL**

**28 December 2020**

Rutuja Sutar  
MIT Alandi.

Dear Rutuja,

We are pleased to extend you an offer to join ZS Associates Inc. ('ZS') as a Business Technology Solutions Associates - Intern in our Business Technology Group, to be based in our Pune office. As an intern, you will work directly with a project team, focusing primarily on one or more projects to give you a chance to learn about our firm. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result. If you elect to spend your internship with ZS, I think you will experience our innovation and growth as you learn and contribute to our projects.

**Salary:** Your annual gross salary during your internship will be INR 4,50,000. All interns are paid on the last working day of every month. For salary details, please refer to Appendix 1.

**Provident Fund:** When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

**Annual Leave and Holidays:** We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year, also on a pro-rata basis.

**Insurance:** We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents; parents residing in the same household may also be added with a benefit co-payment. Additionally, ZS provides some preventive healthcare coverage (Executive Health Check, medications, mental health, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.



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

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

**Employment and Confidentiality Agreement:** Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. To start your internship with ZS, you are required to sign the agreement.

**Intern Orientation:** ZS runs an orientation and training program for interns. This training program is designed to provide an overview of the problems you will solve and the skills you will develop as an intern.

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- Original certificates of all educational qualifications, each with a scanned copy
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We are pleased by the prospect of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **02 January 2021**.

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

Sincerely,

A handwritten signature in black ink that reads 'Tarun'.

Tarun Pandey  
Principal

DocuSigned by:

Signature: Rutuja Sutar

537A067615CC470...

Name as it appears on PAN card or passport: SUTAR RUTUJA SHASHIKANT

Date Signed: 02-Jan-2021 | 8:53 AM EST



**APPENDIX 1**

**Salary Break up Details**

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	Annual INR
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LTA	15,000
Special Allowance	1,83,000
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<i>Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)</i>	
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Employer's contribution to <b>Provident Fund</b>	
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## APPENDIX 2

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Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

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<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
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For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

We look forward to welcoming you in ZS Pune!

2021 Batch

Computer-Boach

Fwd: ZS Associates – 6 months internship (Jan 2021)- MIT Alandi  
1 message

Anil Kumar Pachha <anil.pachha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shalokumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 4:04 PM

27

----- Forwarded message -----  
From: Neha Mehendale <naha.mehendale@zs.com>  
Date: Wed, Dec 9, 2020 at 7:35 PM  
Subject: ZS Associates – 6 months internship (Jan 2021)- MIT Alandi  
To: MIT-WPU Engineering Placements <engp.placements@mitwpu.edu.in>

Dear Training and Placement Team,

Hope this finds you well.

This is with regards to the full time 6 months internship at ZS Associates starting 4<sup>th</sup> Jan 2021. We wanted to share the confirmed list of interns and some details around the same.

Please find below my signature the list of interns, their joining location, joining date, compensation details, etc. (columns filled by ZS and must not be changed). Request you to fill in the missing details for each of the students as mentioned in the table and share the same back latest by 06:00 PM on 11<sup>th</sup> Dec'2020.

Below are some important pointers regarding the internship for T&P cell and students:

- Project Submissions: We understand that the students will need to spare some time for their exams and project submissions. We will require heads-up of minimum 4 weeks prior to the date of the exams in order to plan with the project teams to honor the students' time off. At this point in time, tentative schedules should be mentioned in the enclosed excel.
- Please note the title of the project can be decided/confirmed by the students only once they start working with ZS project teams and not prior to their joining ZS as Interns.
- Skill & expertise training: The students will receive on the job training while working on the live projects.
- ZS Office joining location & Compensation: The internship joining will happen in a completely virtual mode. Interns are not expected to physically report to any ZS office for their joining. Their location and compensation details have been shared in the enclosed document. Please note as the students were given the opportunity to pick and choose their preferred joining location for internship and Full Time Employee, and we are glad to inform honoring the same. That said, we will not accommodate any location change request for internship and conversion to full time employment hereafter.
- Eligible Leaves: Students would not get leaves to attend regular lectures. However, they will get leaves for exams and project submissions. The number of leaves with pay for such instances are strictly dependent on company policy. The same will be communicated to students upon their joining.
- Full Time Employment Joining: Internship end date will be six months from their date of joining and we may not be able to make any exceptions to the same. Please note that the last working day as an intern and the first working day as a full time employee cannot be in the same calendar month and hence, we will plan to give a week's gap between these two joining dates.

You will receive automated reminders from our end to ensure the data is compiled and shared in a timely manner. We request you to cascade this information to the students latest by 12:00 PM on 10<sup>th</sup> Dec'2020.

Request you to refrain from sharing ZS HR team members email IDs/contact details amongst the students. Appreciate if all the information/queries could be routed through the T&P cell only. Request you to please collate them all on student's behalf and share it with us.

Regards,

Neha Mehendale  
Senior Human Resources Associate - Recruiting  
ZS Associates India Pvt. Ltd  
World Trade Center, Tower 3, Kharadi, Pune 411014, Maharashtra, India  
T | +91 20 6738 4560 M | +91 6080530823  
www.zs.com

ZS Impact where it matters.

Sr. No.	First Name	Phone No	Email ID	Branch	College	Role Offered	Joining location	Internship start date	ZS Gross	Exam schedule				Graduation ceremony/formalities	
										Viva/practical		Written/End sems			Final result declaration
										Time frame (E.g.: 2nd week of April 2021)	Duration (E.g.: 3 days)	Time frame (E.g.: 1st week of May 2021)	Duration (E.g.: 7 days)		
1	Aamta Patil	8793870443	asmitapal9@gmail.com	Computer Science and Engineering	MIT Alandi	Business Technology Analyst	Pune	4th January 2021	450,000 LPA						
2	Ri Agarwal	7355599711	nagarwal03@gmail.com	Computer Science and Engineering	MIT Alandi	Business Technology Analyst	Pune	4th January 2021	450,000 LPA						
3	Rutuja Sutar	7057312977	rutujasutar11@gmail.com	Computer Science and Engineering	MIT Alandi	Business Technology Analyst	Pune	4th January 2021	450,000 LPA						
4	Vijil Yele	9284950185	vijityele20@gmail.com	Computer Science and Engineering	MIT Alandi	Business Technology Analyst	Pune	4th January 2021	450,000 LPA						
5	Vishal Singh	9158883887	vssingh@mitaoe.ac.in	Computer Science and Engineering	MIT Alandi	Business Technology Analyst	Pune	4th January 2021	450,000 LPA						

Notice: This message including attachments, may be confidential or privileged. If you are not the addressee, notify the sender immediately and delete this email from your system.



**UBS Business Solutions (India) Pvt. Ltd.**  
(CIN: U74999PN2015FTC157258)  
Unit 501,601,701,801,901,  
Bldg No.8, Commerzone,  
Yerwada, Samrat Ashok Path,  
Pune 411006, Maharashtra, India

Tel: +91-20-67421500  
[www.ubs.com](http://www.ubs.com)

10 February 2021

**PRIVATE & CONFIDENTIAL**

Mr. Akashdeep Dhar

Dear Akashdeep,

Following our recent discussions, we are pleased to offer you a summer intern position in our Group Operations Department with UBS Business Solutions (India) Private Limited ("the Firm") under the following terms and conditions set out below (this "Agreement").

In this Agreement, the term "UBS Group" means UBS Group AG and its subsidiaries and any branches, business divisions and affiliates thereof wherever incorporated or carrying on business, including the Firm, and "Group Company" means any company within the UBS Group.

**1 Assignment Period and Reporting**

1.1 Your internship assignment will be for the period from 15 March 2021 ("Date of Commencement") to 18 July 2021, or an alternate period/date mutually agreed by you and the Firm. You will report to Pallavi Goyal, Director, Group Operations, or such other executive as may be nominated from time to time.

1.2 If:

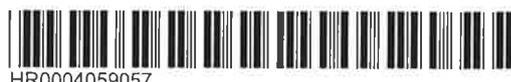
- (a) you do not or are unable to report for work on the Date of Commencement with a reason satisfactory to the Firm; or
- (b) a valid employment visa or other permission or authorization (where required by law) has not been obtained or is not in effect on or before the Date of Commencement, or you are not entitled lawfully to reside and undertake employment with the Firm in Pune; or
- (c) if any of the Firm's background screening processes and/or reference checks required prior to your commencement of employment are not completed to the satisfaction of the Firm (as required and determined in the Firm's sole discretion),

the Firm shall have the right, but not the obligation, to extend or postpone the Date of Commencement.

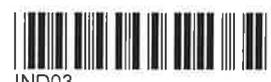
If the Firm does not agree to extend or postpone the Date of Commencement, the Firm may by notice to you rescind this Agreement whereupon the Firm shall have no liability to you.



43659577



HR0004059057



IND03



## 2 **Duties and Hours of Work**

Your responsibilities and duties would be intimated to you upon the commencement of your internship assignment. In general, you will be required to work, from Monday to Friday and your actual working hours shall not be less than 40 hours per week including lunchtime, and if necessary on Public holidays or for additional hours as required for performing your duties competently and also depending upon the exigencies of work.

You shall, while undertaking your internship duties, devote the whole of your time and attention and abilities to the Firm and any other Group Company and shall use your best endeavours to promote and protect the general interests and welfare of the Firm and any other Group Company to which you may from time to time render your services.

## 3 **Internship Allowance**

Your internship allowance has been set to the monthly rate of INR40,000/- per month.

## 4 **Compliance Induction**

To provide you with a better understanding of the Firm's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your internship. Please note that the Compliance Induction Training Session is a compulsory training for all new joiners. You should complete such training within your internship period.

## 5 **Tax Payment**

As to any remuneration provided to you by the Firm, the Firm will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

## 6 **Benefits**

You are not eligible for any of the Firm's benefits program(s), except to the extent set out in this letter.

## 7 **Holidays**

You shall be entitled to sick leave in accordance with the Leave Policy of the Firm. Any other type of leave taken during the assignment period, including study leave and vacations, shall be treated as unpaid leave. Any such leave must be approved by your line manager and the Human Resources Manager. Any unpaid leave which is taken immediately before and after a weekend will include the weekend for the purposes of calculating the period of unpaid leave, regardless of whether the weekend is expressly included in this period in the GLA record.

## 8 **Termination**

8.1 Your internship may be terminated in writing by the Firm or yourself by giving one week/ two month of notice or payment in lieu of notice by the Firm where your internship is terminated by the Firm.

8.2 In any event, your internship will terminate on the date specified in paragraph 1 above unless your internship is extended by the Firm in writing prior to such date. Any extension may be made subject to your agreement to and acceptance of such terms and conditions as the Firm may in its absolute discretion consider appropriate.

8.3 The Firm reserves the right to terminate your internship at any time without notice or payment in lieu thereof if you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this Agreement or the Firm's regulations, policies and procedures (including but not limited to the Firm's Employee Handbook) or if you are guilty of any serious negligence or misconduct in connection with or affecting the business or affairs of the Firm or otherwise as permitted under applicable laws in India.



"Misconduct" will include without limitation:

- (a) fraud, misappropriation and/or or dishonesty in respect of the Firm's property or business;
- (b) absence from service without prior notice in writing or without sufficient cause for seven days or more;
- (c) repeated failure to comply with the lawful directions of the Firm and/or its officers;
- (d) going on or abetting a strike in contravention of any law;
- (e) causing damage to the property of the Firm; and/or
- (f) breach of confidentiality/secretcy provisions set out in this Agreement.

8.4 Following the termination of your internship, you agree that you will be willing to assist the Firm or any other Group Company in respect of any dispute, internal or external investigation or enquiry or any actual or potential litigation (whether civil or criminal) with which the Firm or such Group Company may be involved and in respect of which you might reasonably be expected to have knowledge, including but not limited to assisting in preparing witness statements and attending at court to give evidence.

## **9 Personal Information**

9.1 From time to time throughout the course of your internship, the Firm and/or any other member of the UBS Group, including all its subsidiaries in India, or through its authorized agent may collect and/or request from you the voluntary provision of data/information relating to you for the purposes of the Firm's administration and management of its employees, staff and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside UBS Group worldwide, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, background and/or reference checks by the UBS Group or any other person, avoidance of existing or potential conflicts of interests, monitoring for compliance with internal policies and procedures, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the UBS Group.

9.2 You are aware that if you choose not to provide the aforesaid data/information to the Firm, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment or engagement as a result of your decision.

9.3 You further agree, consent to and authorize the Firm and/or any other member of the UBS Group to collect, hold, use, process, disclose or transfer, in or outside of India, any data/information relating to you to any member of the UBS Group, any internal or external consultants, professional or other advisers of the UBS Group, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of the UBS Group, any regulatory or governmental authorities or authorized bodies having jurisdiction over the UBS Group, any persons or bodies where the Firm is required to do so by law or where the interests of the UBS Group or public interest require disclosure, any actual or proposed assignee or successor of any part of the UBS Group, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.

9.4 In respect of any data / information you provide to the Firm which relates to your partner, dependents or any individuals other than yourself, you agree that the data subject has been notified of the purposes for which the Firm will use their data / information, and you confirm that you are authorized by the data subject to provide such data / information to the Firm for the purposes mentioned in paragraph 9.

9.5 You are further aware that you have the right to request access to certain data / information relating to you held by the Firm, as well as the right to request correction of such data / information, subject to applicable laws as amended from time to time. To exercise these rights, you may contact the Human Resources Department, and you are aware that the Firm has the right to charge you a reasonable fee for the cost of related administration in connection with any data access request.



## 10 Non-Solicitation

- 10.1 You shall not during your internship or at any time during the three month period after the date of cessation of your internship, either on your own account or in conjunction with or on behalf of any other person, firm, company, trust, organization or other entity, solicit, interfere with or endeavour to entice away from the Firm:
- (i) any person, firm, company, trust, organization or other entity for whom or which the Firm either performed or actively solicited work or business during your internship with the Firm, or, where this provision would apply after your internship ceases, during the period of up to 12 months immediately prior to the date of the cessation of your employment with the Firm and with whom or which you have had business dealings during such period; or
  - (ii) any person who is employed at the rank of Associate Director or above by the Firm, or who is otherwise employed as a Client Advisor Assistant and with whom you have had direct contact and business dealings during your internship with the Firm, or, where this provision would apply after your employment ceases, during the period of up to 12 months immediately prior to the date of cessation of your internship.
- 10.2 Both you and the Firm agree that the prohibitions and restrictions contained in this paragraph 10 are:
- (i) reasonable in terms of the period, territorial limitation and subject matters; and
  - (ii) necessary and not more than that which is reasonably required for the protection of the Firm's business and of the confidential information you may have learned or possessed during the term of your internship but if any such prohibition or restriction shall be found to be void or voidable, but would be valid and enforceable if some part(s) thereof was deleted, such prohibition or restriction shall apply with such modification as may be necessary to make it valid and enforceable.
- 10.3 Each of the restrictions in paragraphs 10.1(i) and 10.1(ii) shall be construed as a separate and independent restriction and if one or more of the restrictions is found to be void or unenforceable, the validity of the remaining restrictions shall not be affected.
- 10.4 Without prejudice to paragraph 10.2, if any prohibition or restriction is found by any court or other competent authority to be void or unenforceable, you and the Firm agree to negotiate in good faith to replace such void or unenforceable prohibition or restriction with a valid prohibition or restriction which, as far as possible, has the same legal and commercial effect as that which it replaces.
- 10.5 You agree that, in the event of your receiving from any person an offer of employment (whether oral or in writing and whether accepted or not) either during the continuance of this Agreement or during the continuance in force of all or any of the prohibitions and restrictions set out in paragraphs 10.1(i) and 10.1(ii), without prejudice to your obligations in relation to confidentiality, you will provide to the person making the offer details of the substance of the post-termination restrictions in this Agreement.
- 10.6 You agree to indemnify the Firm for any damages incurred or suffered as a result of your breach of any undertakings set out in paragraph 10 to the extent permitted by law.
- 10.7 In paragraph 10, "Firm" shall include each and every member of the UBS Group.

## 11 Non-Disparagement

You agree that during the course of your internship and after its cessation (for whatever reason) you will not make, publish or issue (or authorise or permit the making, publication or issuing of) any disparaging or derogatory statement whether oral or written concerning the Firm or any other Group Company or any of its or their current or former employees, agents, directors or officers, or act in any manner which would or might bring the Firm or any other Group Company into disrepute.



## **12 Confidentiality**

12.1 The operations of the Firm involve all employees and/or interns having knowledge of or access to information (which may include commercially sensitive information) important to and relating to the business of the Firm or any other Group Company or any clients, employees, consultants, or officers thereof or their affairs, which includes but is not limited to information regarding the Firm's business affairs, operations, products, processes, methodologies, plans, intentions, projections, know-how, Intellectual Property Rights, trade secrets, drawings, inventions, discoveries, designs, techniques, improvements, market opportunities, suppliers and vendors, clients, marketing activities, records, finances and personnel, any documents marked "confidential" (or a similar expression), any information which employees and/or interns have been told is of a confidential nature or which might reasonably be expected by the Firm or any other Group Company to be regarded as confidential, or any information which has been given to the Firm or any other Group Company in confidence (the "Confidential Information").

All information which is made available, obtained or created by you during your duties that is not already obviously public knowledge or publicly available information (through no breach of any obligation of confidentiality by you or any third party) is Confidential Information.

It is the responsibility and obligation of all employees and/or interns to ensure and preserve the confidentiality and non-disclosure of the Confidential Information and maintain the highest professional standards to ensure that all Confidential Information is kept confidential and secret and is properly and professionally handled to protect the Firm's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardize the Firm's reputation and business.

12.2 In addition to and without altering any legal obligation (that you already have or to which you become subject) to keep the Confidential Information confidential, you agree not to use, retain, remove, destroy, transmit, disclose or communicate any Confidential Information to any third party outside of the Firm (except for the purpose of properly performing your duties for the Firm or unless required to do so by law or any regulatory or investigative authority or unless authorized to do so by your line manager or senior officer) either during the course of your internship or after it has ended, whether deliberately or otherwise. Furthermore, you shall not use any Confidential Information known to you or reconstruct or reproduce any Confidential Information.

12.3 You may not use any Confidential Information in any way other than for performance of your duties to the Firm. For example, Confidential Information must not be used to trade on your own account or for trading by other persons (such as family and friends). You shall at all times comply with the requirements of the UBS Group's Policy on Personal Account Dealing.

12.4 On or before the cessation of your internship with the Firm or as and when required by the Firm, you must return or surrender to the Firm all Confidential Information (including any copies thereof) without retaining it in any form, as well as any and all documents, data, manuals and other material (whether in hard or electronic form) either prepared, received or accessed by you during your internship at the Firm comprising or containing all or any part of the Confidential Information, together with any security keys and other items which are the Firm's property and in your possession or under your control.

12.5 Any breach of the responsibilities and obligation set out in this paragraph 12 may constitute gross misconduct and may result in immediate termination of your internship without notice..

12.6 You agree that the terms of this Agreement are strictly private and confidential and you shall not disclose the existence of this Agreement, or the contents herein to anyone, except your immediate family, accountants and legal advisors, and only upon their agreement not to disclose to another person or entity, any information relating to the existence and/or contents of this Agreement, except to the extent required by legal process.

12.7 In this paragraph 12, "Firm" shall include each and every member of the UBS Group.

## **13 Intellectual Property**

13.1 All Intellectual Property Rights are, upon creation, the property of the Firm unless such rights cannot be owned by the Firm under applicable laws.



- 13.2 You shall promptly disclose and deliver to the Firm upon creation full details of all designs, inventions, works of authorship and other works in which Intellectual Property Rights subsist, conceived or created by you in the context of the Firm's business or related activities, or within the scope of your internship, or by using the Firm's time, materials, facilities, or information (the "Works"). All such Works, whether or not protectable under the Copyright Act, 1957, or any other statute for the time being in force, will be considered a "work made in the course of the author's employment" under Section 17 of the Copyright Act, 1957 or other statutes in force. Ownership of any and all Intellectual Property Rights in any and all such Works will belong to the Firm. In the event any portion of the Works is deemed not to be a "work made in the course of the author's employment or internship" for any reason, you hereby assign, convey, transfer and grant, and agree to assign, convey, transfer, and grant to the Firm all of your rights, title, and interest in and to the Works and any Intellectual Property Rights therein, and agree to cooperate with the Firm in the execution of appropriate instruments assigning and evidencing such ownership rights hereunder, which obligation shall survive termination of your internship with the Firm.
- 13.3 You hereby assign to the Firm (to the extent not already vested in the Firm by operation of law) and on an exclusive and irrevocable basis all present and future Intellectual Property Rights (including in or relating to the Works) for their full terms around the world. You shall cooperate with the Firm with respect to the procurement and enforcement of such Intellectual Property Rights and Works. You confirm that the provisions of Section 19(4) of the Copyright Act, 1957 shall not be applicable to this Agreement.
- 13.4 Insofar as you are able, you waive and agree not to assert and/or exercise any moral rights you may have in the Works and voluntarily and unconditionally consent to all or any acts or omissions by the Firm or persons authorized by the Firm, which would otherwise infringe your moral rights in the Works.
- 13.5 You hereby:
- (a) agree to give and supply, at the request and expense of the Firm, all such information and assistance that the Firm may deem appropriate to enable the Firm to use the Works to its best advantage and to register the Firm or its nominee as owner and beneficiary of the Works; and
  - (b) agree to cooperate fully with the Firm, at the request and expense of the Firm, to do all acts and to execute all documents in such manner and at such location as may be required by the Firm to effect, perfect, record or register the assignment of, or to protect or enforce all or any of the rights, title or interest assigned or granted or proposed to be assigned or granted to the Firm under this Agreement in any jurisdiction. You also agree that, if you fail to perform any act or execute any document aforesaid following 14 days' notice from the Firm, the Firm shall have the right to do so in your place and stead as your lawfully appointed attorney and you hereby confirm, and ratify and agree to be bound by any and all actions of the Firm pursuant to this paragraph and such authority and appointment shall take effect as an irrevocable appointment.
- 13.6 You may not use any Intellectual Property Rights or Works in any way other than for the purposes of performing your duties in the interests of the Firm unless you obtain proper written permission from the Firm to do otherwise.
- 13.7 You agree not to do any act or omit to do any act during your internship with the Firm or at any time thereafter to affect or imperil the validity of any Intellectual Property Rights obtained, applied for or to be applied for by the Firm or its nominee. In particular, you shall not disclose the subject matter of any inventions which may be patentable in such a way that could jeopardize the interests of the Firm in such inventions or that could impair the right of the Firm to apply for a patent for such inventions. You agree that any Intellectual Property Right that was made, conceived or suggested by you, either solely or jointly with others, within one (1) year following termination of your internship with the Firm and that pertains to any Confidential Information or business activity of the Firm will be presumed to have been made, conceived or suggested in the course of your internship and with the use of the time, materials or facilities of the Firm.
- 13.8 You agree and undertake that all Intellectual Property Rights and Works created by you shall not infringe any rights of any third party (including but not limited to contractual or intellectual property rights) or put the Firm or any Group Company into disrepute, and shall be original.
- 13.9 As used herein,

"Firm" shall include each and every member of the UBS Group where the context so requires; and



"Intellectual Property Rights" means any and all intellectual property and industrial property and/or proprietary rights which are created by you or with your assistance in connection with your internship with the Firm (whether or not made, devised or discovered during working hours or using the Firm's premises or resources) including but not limited to patents and rights in inventions (whether patentable or not and whether patent protection has been applied for or granted), all improvements thereto, developments, and discoveries; trademarks or service marks, trade dress, logos, trade and business/corporate names, and all associated goodwill symbolized by any of the foregoing, protection from trademark dilution, and rights to sue for passing off or unfair competition; copyrightable works, copyrights, moral rights, and related rights; designs (whether or not registrable and whether or not design rights subsist in them); copyright in computer software (including all data and source code and related documentation), rights in databases; rights in information, including know-how, technical information, trade secrets, proprietary information, and Confidential Information; websites; work products; other proprietary rights including Internet domain names, logos, art work, slogans, processes, utility models; and all other similar or equivalent rights subsisting now or in the future, in each case whether registered or unregistered, legal or beneficial, including all applications for, and renewals or extensions of such rights for their full term.

13.10 Any breach of the responsibilities and obligation set out in this paragraph 13 may constitute gross misconduct and may result in summary dismissal.

**14 Confidential Information and property of previous employers**

During your internship with the Firm, you must not use proprietary material, trade secrets or other highly confidential information or property obtained by you as a result of any prior internship or engagement without written authorization from the relevant organization.

**15 Background and Reference Checks**

The offer of internship contained in this Agreement is subject to verification of the details provided by you in your curriculum vitae, internship application form, personal data form and any other information provided by you in the course of your application for internship.

This offer is also subject to the completion of the Firm's background screening process to the satisfaction of the Firm (as determined in the Firm's sole discretion). This includes the Firm obtaining satisfactory references (as determined by the Firm) in its sole and absolute discretion. You will receive separately an "Information Release Form" in connection with the relevant background checking which you must complete and return together with a signed copy of this Agreement. If you do not complete and return the form, this will be sufficient cause to justify the immediate withdrawal of this offer of internship or, if you have already become an Intern, the immediate termination of your internship without any prior notice.

Any false information provided by you may result in immediate withdrawal of this offer or termination of internship (as the case may be) with no further compensation to you.

This offer is also subject to your being entitled (and continuing to be entitled) to lawfully reside and work in India. If an employment pass/work visa is required, the Firm will assist you to apply for this (and bear the cost). If this is not required, please provide us with documentary evidence of this. If your application for an employment pass / work visa is rejected or your employment pass/ work visa is revoked at any point in time, the Firm shall be under no obligation to offer you an alternative position within or outside India and shall be entitled to withdraw this offer or terminate this Agreement (as the case may be) without any prior notice.

**16 Laws to be applied**

The terms of this Agreement contract are exclusively based on and subject to the laws of India. Any legal disputes arising from this Agreement will be settled in conformity with laws of India and each party submits to the exclusive jurisdiction of the courts and tribunals of India in Pune/Mumbai.



**17 Firm Regulations**

You shall faithfully perform the duties assigned to you by the Firm and shall fully comply with all the Firm's rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Firm from time to time.

You shall also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

**18 Right to Withhold or Set-off**

You acknowledge and agree that the Firm shall, to the extent permitted by applicable law, be entitled from time to time to withhold or set-off from any sum payable by the Firm to you (including, for the avoidance of doubt and without limitation, remuneration) a sum equivalent to or less than any amount owed by you to the Firm or any other Group Company, and to apply such amount in full or partial settlement of such amount payable by you to the Firm or such Group Company (as the case may be). The rights under this paragraph 18 shall be without prejudice to any other rights of recovery which the Firm or Group Company may have in law or in equity.

**19 Entire Agreement**

You acknowledge and agree that in relation to the subject matter of this Agreement:

- (a) this Agreement constitutes the entire agreement and understanding between you and the Firm and supersedes any previous agreement, representation, understanding or statement;
- (b) in entering into this Agreement you have not relied upon any representation, warranty or undertaking by any Group Company (other than as set out in this Agreement); and
- (c) the only remedy available to you for breach of this Agreement shall be for breach of contract under the terms of this Agreement.

**20 Severability**

If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity and enforceability of the remainder of this contract shall not be affected.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation which may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant termination of this Agreement.



Kindly signify your acceptance of our offer of internship on the terms set out in this Agreement by signing below and returning to us a copy of this Agreement no later seven days from the date of this Agreement, failing which this offer of internship will lapse and be of no effect.

We wish you a successful internship with the Firm.

Yours sincerely,  
**UBS Business Solutions (India) Private Limited**

Jyothi Menon  
Executive Director  
Human Resources

Huey Lian Goh  
Executive Director  
Human Resources

---

I, **Akashdeep Dhar**, hereby confirm that I have read and understood the terms and conditions of this Agreement and agree to and accept the same.

Signature:.....

Date:.....



## Note on New Joiners' Obligations to Former Employers

1. In your employment contract with your former employers (including any terms you may have agreed to on termination of your employment), you may have contracted or been obliged to:
  - keep information gained during your former employment confidential and secret; and/or
  - return property belonging to your former employer when you leave; and/or
  - not to solicit their staff &/or customers during a restrictive period; and/or
  - not to compete with your former employer during a restrictive period; and/or
  - not to disparage your former employer.

Such confidential information or property may include any document or materials (whether in hard or electronic form) developed or created by you or with your assistance during your former employment.

**Where you are subject to a non-solicitation or non-compete clause, you must abide by these, and make sure that your line manager and Human Resources are aware of the relevant restrictions prior to commencing employment or internship with the Firm.**

**If you have a non-solicitation clause concerning your former employer's staff/employees, you should not, until the non-solicitation clause has expired, refer any former colleagues to UBS and nor will such former colleagues be eligible for referral through UBS's iHire programme.**

2. Even if your employment contract with your former employer is silent on your duties of confidentiality, general law is likely to impose duties of confidentiality and fidelity on you not to use or disclose your former employers' confidential information, proprietary materials or trade secrets to any third party, including your new employer.
3. It is important to note that your obligations of confidentiality and fidelity towards your former employer can continue even after you leave their employment.
4. UBS respects your duties and obligations at law. We do not permit, tolerate or condone:
  - the direct or indirect use of confidential information, proprietary materials or trade secrets belonging to your former employer(s) in the course of your employment with UBS in whatever manner;
  - the storage or distribution of such confidential information, proprietary materials or trade secrets within UBS or our premises, systems and networks; and/or
  - any breach of contractual duties (such as non-solicitation of staff of former employer or non-compete clauses) or applicable laws and regulations by our staff.
5. A breach of your duties and obligations renders you liable at law to your former employer(s) and/or third parties and may jeopardize your employment or internship at UBS. Furthermore, such breach could subject UBS to potential legal liability, regulatory censures or penalties, and serious reputational damage.
6. **Examples of what you CAN and CANNOT bring with you**

**YES**, you may use in the course of employment or internship with UBS:

  - Information from your previous employers that is freely available in the public domain
  - skills, experience, general know-how or commercial knowledge acquired from your previous employment

**NO**, you cannot use in your course of employment with UBS (unless express permission from your former employer(s) has been obtained):

  - Proprietary documents or materials belonging to your former employer(s); and/or
  - confidential information or trade secrets belonging to or claimed by your former employer(s).

Please take note that the above serves merely to illustrate and is not exhaustive. Your exact duties and obligations owed to your former employer(s) depend on your former role and responsibilities, the construction of your employment contract and on the general laws of the jurisdiction in which you were employed. If you are in any doubt whatsoever, please consult with your own legal advisor.



29

Vikas Singh <vssingh@mitaoe.ac.in>

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## Fwd: Select Candidates - MIT AOE and MIT WPU

1 message

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Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:04 PM

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

From: **Siddharth Pendse** <siddharth\_pendse@persistent.com>  
Date: Thu, Sep 17, 2020 at 6:39 PM  
Subject: Select Candidates - MIT AOE and MIT WPU  
To: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>  
Cc: Campus <campus@persistent.com>

Hello Hemant sir,

Due to back to back campus drives it has taken time in sharing the list of selected students.

On behalf of Persistent Campus Team we would like to Congratulate students who have been selected for Base Package. PFA the list of select Students from MIT and MIT WPU.

The offer letter with the select candidate will be shared at a later stage.

Thank so much for all the support!!

PFB the student shortlisted for Higher Package – we will schedule her interview very soon.

Sr No	Full Name	Email Id	Bachelor College	Interview status / Package
1	Shweta Tiwari	satiwari@mitaoe.ac.in	MIT AOE	Drona Pending

Thanks,

—

**Siddharth Shrikant Pendse.**  
Campus Hiring

| Tel: +91-20-67035799 | Cell: +91 9011991122 |

siddharth\_pendse@persistent.com



**Persistent**

See Beyond, Rise Above

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**Book21.xlsx**

10K

Sr No	Full Name	emailId	bachelor College	Interview status / Package
1	Shreyash Pardikar	shreyashpardikar77@gmail.com	MIT WPU	4.51 LPA
2	Saurabh Gajare	saurabhgajare@gmail.com	MIT WPU	4.51 LPA
3	Sahil Kharade	sskharade@mitaoe.ac.in	MIT AOE	4.51 LPA
4	Bonish Agarwal	bagarwal@mitaoe.ac.in	MIT AOE	4.51 LPA
5	Purvi Gujarathi	gujarathipurvi99@gmail.com	MIT WPU	4.51 LPA
6	Shyam Pandav	svpandav@mitaoe.ac.in	MIT AOE	4.51 LPA
7	Shivam Verma	svverma@mitaoe.ac.in	MIT AOE	4.51 LPA
8	Rupesh More	rbmore@mitaoe.ac.in	MIT AOE	4.51 LPA
9	Aditya Ujalambkar	ajujalambkar@mitaoe.ac.in	MIT AOE	4.51 LPA
10	Rahulkumar Sahoo	rdsahoo@mitaoe.ac.in	MIT AOE	4.51 LPA
11	Kargil Thakur	tkargil0@gmail.com	MIT WPU	4.51 LPA
12	Vaibhav Deodhe	vaibhavkdd@gmail.com	MIT WPU	4.51 LPA

30



Vikas Singh <vssingh@mitaoe.ac.in>

**Fwd: Select Candidates - MIT AOE and MIT WPU**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:04 PM

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

From: **Siddharth Pendse** <siddharth\_pendse@persistent.com>  
Date: Thu, Sep 17, 2020 at 6:39 PM  
Subject: Select Candidates - MIT AOE and MIT WPU  
To: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>  
Cc: Campus <campus@persistent.com>

Hello Hemant sir,

Due to back to back campus drives it has taken time in sharing the list of selected students.

On behalf of Persistent Campus Team we would like to Congratulate students who have been selected for Base Package. PFA the list of select Students from MIT and MIT WPU.

The offer letter with the select candidate will be shared at a later stage.

Thank so much for all the support!!

PFB the student shortlisted for Higher Package – we will schedule her interview very soon.

Sr No	Full Name	Email Id	Bachelor College	Interview status / Package
1	Shweta Tiwari	satiwari@mitaoe.ac.in	MIT AOE	Drona Pending

Thanks,

—

**Siddharth Shrikant Pendse.**  
Campus Hiring

\* | Tel: +91-20-67035799 | Cell: +91 9011991122 |

siddharth\_pendse@persistent.com



**Persistent**

See Beyond, Rise Above

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**Book21.xlsx**

10K

Sr No	Full Name	emailId	bachelor College	Interview status / Package
1	Shreyash Pardikar	shreyashpardikar77@gmail.com	MIT WPU	4.51 LPA
2	Saurabh Gajare	saurabhgajare@gmail.com	MIT WPU	4.51 LPA
3	Sahil Kharade	sskharade@mitaoe.ac.in	MIT AOE	4.51 LPA
4	Bonish Agarwal	bagarwal@mitaoe.ac.in	MIT AOE	4.51 LPA
5	Purvi Gujarathi	gujarathipurvi99@gmail.com	MIT WPU	4.51 LPA
6	Shyam Pandav	svpandav@mitaoe.ac.in	MIT AOE	4.51 LPA
7	Shivam Verma	svverma@mitaoe.ac.in	MIT AOE	4.51 LPA
8	Rupesh More	rbmore@mitaoe.ac.in	MIT AOE	4.51 LPA
9	Aditya Ujalambkar	ajujalambkar@mitaoe.ac.in	MIT AOE	4.51 LPA
10	Rahulkumar Sahoo	rdsahoo@mitaoe.ac.in	MIT AOE	4.51 LPA
11	Kargil Thakur	tkargil0@gmail.com	MIT WPU	4.51 LPA
12	Vaibhav Deodhe	vaibhavkdd@gmail.com	MIT WPU	4.51 LPA



21-January-2021

Mr/Ms. Ateet Kurekar

Email id: akkurekar@mitaoe.ac.in

**Sub: Offer Letter for Employment in Quantiphi Analytics Solutions Private Limited ('Company')**

Dear Ateet Kurekar,

We are pleased to offer you the position of **Intern - Framework Engineer** in Quantiphi Analytics Solutions Private Limited ("Quantiphi" or "Company") effective February 08, 2020 till August 07, 2021.

**The offer details are as follows:**

**1. Onboarding:** As part of the onboarding process, you will be required to undergo an internship program. Details regarding the same are as follows:

**a. Details:**

- i. Our flagship internship programme 'Virtuverse' is designed to provide you access to vast domain knowledge on Machine Learning, Big Data etc. via a virtual platform at your ease and comfort
- ii. This program aims to be both challenging and rewarding, while keeping the current guidelines issued by the Ministry of Health

**b. Duration:** The internship program is for a duration of **Six months**.

**c. Performance Evaluation:**

- i. During this internship period, your performance will be subject to continuous evaluation
- ii. Post completion of your internship period, your absorption in the company as a full time employee shall either be confirmed or if your performance is found unsatisfactory, the internship shall be terminated, both of which shall be done by written intimation to you and which will be at the sole discretion of the Company.

**d. Compensation:**

- i. The remuneration of your internship during your tenure in the company on a cost-to-company basis shall be **Rs. 20,000 per month (Rupees Twenty Thousand per month)**
- ii. Over and above the monthly stipend, you shall also be entitled to a one time set up cost of Rs. 2000/- in order to enable you to be infrastructure ready for the virtual training
- iii. You will be eligible for internet reimbursement of Rs. 600/- per month for your internship period.

**2. Quantiphi- Corporate Development Program (Q-CDP):**

- a. **Details:** This program is designed to provide you with projects and learning opportunities that will be both challenging and rewarding
- b. **Eligibility:** Once you have completed the 6 month internship and if your performance is found to be satisfactory, you will be eligible to join us as a full time employee and will be a part of the program. The decision on the same is on the sole discretion of the Company
- c. **Duration:** Q-CDP program is for a duration of three years
- d. **Performance Evaluation:** During your tenure with Quantiphi, your performance will be subject to continuous evaluation



- a. **Compensation:**
- The total package offered under this program shall be as per the initial offer shared with you during the hiring process.
  - The Q-CDP component shall be paid out as per the Q-CDP policy guidelines and shall be refundable in case you decide to leave the organization as per the policy timelines
  - Post confirmation as a full time employee, your performance review and appraisal shall be held in the month of July 2022 as per the company policy.
  - If your Salary is reviewed in less than 12 months, your bonuses (if any) might be paid at the time of such revision. Any such bonus payment shall be pro-rated to the period that you have spent in the company.
  - Please note that all above terms and conditions can be subject to changes and the same is at the sole discretion of the company.

On the date of your joining, you may please bring along the following:

- Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and Post-Graduation).
- Proof of Date of Birth.
- Proof of Current Address
- PAN Card (3 copies)
- Aadhar Card (3 copies)
- Copy of latest valid Passport
- Latest Passport size photograph (3 copies)
- Banking details for online salary deposit (bank name, branch name, account no., IFSC code of the branch)

Your formal appointment letter/agreement will be issued to you on the day of your joining our Company.  
Your appointment will be subject to verification of references and this offer is subject to you being medically fit.

We welcome you to the Quantiphi Family. Please sign the copy and send us a scan of this letter as a token of acceptance of the same.

A handwritten signature in blue ink, appearing to read "Vivek Khemani".

Authorized Signatory  
Vivek Khemani  
(Director)

A handwritten signature in black ink, appearing to read "Ateet Kurekar".

Agreed and Accepted  
Ateet Kurekar

Vignet IT Solutions Pvt. Ltd.

Building D, 5<sup>th</sup> Floor  
West End III, Aundh, Pune-07  
Ph. 8956131485  
www.vignetcorp.com  
CIN:U72200PN2010PTC135447



Date: 12/10/2020

To: **Rajkumar Yadav**  
**Subject: Offer Letter**

Dear **Rajkumar**,

Congratulations 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 Only) per annum.**  
A detailed break-up of your monthly salary is given in Annexure 1.

Your Date of Joining is **14<sup>th</sup> June 2021.** Your reporting time will be 11.00 am. This offer is valid for a period of **2 days** from the date of issue.

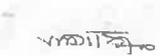
You will be on probation for a period of 6 months from the date of joining. Confirmation of your service in the Company shall depend upon your satisfactory performance during the probation period.

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 immediate 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.


Authorized Signatory  
Vaishali Gandhi  
VP Operations and HR

# Vignet IT Solutions Pvt. Ltd.

Building D, 5<sup>th</sup> Floor  
West End III, Aundh, Pune-07  
Ph. 8956131485  
www.vignetcorp.com  
CIN:U72200PN2010PTC135447



## Annexure 1 Annual Salary Break-up

Date: 12/10/2020

Name: **Rajkumar Yadav**

Designation: **Software Engineer**

Compensation Break-up		
Components	Monthly	Remarks
Basic	15000.00	Taxable
HRA	6000.00	Tax exempt if rent receipts are produced
Special Allowance	4200.00	Taxable
Leave Travel Allowance (LTA)	3000.00	LTA exemption is available for only two journeys performed in a block of four calendar years
Car Reimbursement	2400.00	Optional - Rs.1800 would be calculated as Perquisite where Cubic Capacity of engine does not Exceed 1.6 liters above 1.6 liters Rs.2400
Driver Reimbursement	900.00	Optional - Rs.900 would be calculated as Perquisite
Telephone Reimbursement	1000.00	Any allowance paid to meet the expenditure for telephone expenses
Professional Development Reimbursement	1000.00	The maximum limit can be up to Rs.1500 depending upon the policy of the company.
Meal Allowance	2200.00	Optional Rs.2200 or 1100 per month
Employer Provident Fund (PF)	1800.00	Forms 12% of Basic; OR Should be min. Rs.1800 per month
<b>Annual Fixed Cost to Company (CTC)</b>	<b>4,50,000.00</b>	

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

For Vignet IT Solutions Pvt. Ltd.



Authorized Signatory  
Vaishali Gandhi  
VP Operations and HR

Vignet IT Solutions Pvt. Ltd.

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West End III, Aundh, Pune-07  
Ph. 8956131485  
www.vignetcorp.com  
CIN:U72200PN2010PTC135447

---



ACCEPTANCE OF 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 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 \_\_\_\_\_.

Name: Rajkumar Yadav

Signature:

Date:

Computer Branch

2021 Batch



*Letter of Intent to hire*

Date Feb 15, 2021

Name: Sarang Barshikar  
Roll No: 220180091  
Institute Name: MIT Academy of Engineering, Pune

Subject: Letter of Intent to hire

Dear Sarang,

Congratulations! Thank you for exploring career opportunities with Abzooba India Infotech Pvt. Ltd (Abzooba). You have successfully completed our initial selection process and we intent to make you an offer of employment as **Trainee**. Your designation will be aligned as per Practice / Function upon joining Abzooba.

Initially, you will be put in Training for 3 (Three) months starting from March 1, 2021. During the initial training period you will not be eligible for any payment and company-sponsored benefits.

After successful completion of training program and subject to availability of projects with Abzooba, you will be issued a Letter of Appointment by Abzooba with an appropriate date of joining. You may still need to undergo more training even upon joining Abzooba, as may be planned by the company. Your CTC including all benefits will be **INR 6,00,000 Per Annum**. The break-up is presented in **Annexure A**. Your employment will be subject to the Standard Terms and Conditions of employment at Abzooba and will be governed by the policies, rules, regulations, practices, processes, and procedures of Abzooba as applicable to you and the changes therein from time to time.

This letter of intent is valid subject to your being found medically fit, you are completing your academic course with minimum grade of First Class as specified at the time of your selection, meeting the set eligibility criteria at the end of your academic course and successful completion of Abzooba's Training program prior to your joining.

You shall maintain confidentiality with respect to all information relating to the company's technology, processes, and any other activities of the company and its customers/ client and shall not at any time disclose to any third party any Confidential Information Your obligation to keep such information confidential will survive even after completion of your internship at the company. Your obligation to keep such information confidential will survive even after completion of your internship at the company

As part of pre-joining formalities, please submit the following documents:

1. Pan Card
2. Aadhaar Card
3. Educational Certificates

This letter of intent will be valid for 1 week from the date of issue. If this is acceptable to you, please let us know your acceptance by signing **Annexure B** of this document and sending a scanned copy to us. If we do not hear back from you within this period, the offer of intent will be deemed to be cancelled.

We take great pleasure in welcoming you to Abzooba and sincerely hope that training period with us will be pleasant and of mutual benefit. Please do not hesitate to e-mail us for any information you may need at [human\\_resources@abzooba.com](mailto:human_resources@abzooba.com)

*Letter of Intent to hire*

**Annexure A**

Particulars	Monthly (in INR)	Annual (in INR)
Basic	20,000.00	2,40,000.00
HRA	10,000.00	1,20,000.00
Special Allowance	17,600.00	2,11,200.00
<b>Gross</b>	<b>47,600.00</b>	
Retirals		
Employer's Contribution to PF	2,400.00	28,800.00
<b>CTC</b>		<b>6,00,000.00</b>



*Letter of Intent to hire*

Annexure B

**Additional Benefits:**

- Health Insurance is provided to the associate and his/her dependents (spouse and 2 children). Benefit amount (INR 6,00,000 for self and family & INR 5,00,000 for single associates).
- There is a provision to include Parents in the medical insurance policy, but the premium will be deducted from Employee's CTC. The exact premium amount for including Parents can be worked out by the Payroll team once the employee joins the organisation.
- Gratuity is paid as per the norms of the Payment of Gratuity Act.
- Annual Training Allowance of 30,000 INR can be claimed against certifications and courses relevant for self-development.

**Note:**

- Shift allowance where applicable is paid as per prevalent policy for applicable projects.
- All taxes arising out of this structure shall be borne by you.
- Flexible Benefits as may be availed from Special Allowance only for tax exemption purposes:
  - Sodexo coupons are optional and can be availed to a maximum extent of INR 26,400 Per Annum from Special Allowance.
  - LTA, as may be availed from Special Allowance, will be governed by tax laws as applicable and will be on claim basis against the appropriate enclosures / bills produced with appropriate forms duly filled. If bills are not produced during a financial year, then the unclaimed part of the reimbursements will be added to taxable salary and will be subject to appropriate deduction of tax along with your salary for the month of March as per tax laws.

Yours sincerely,

For Abzooba India Infotech Pvt. Ltd.

Awantika Bhardwaj  
Vice President – Employee Success

**ACCEPTANCE:**

I have read and understood the offer on the terms and conditions and hereby signify my acceptance of the same.

Signature:

Name:

Date:

2021 Batch  
Computer - Branch

34



*Letter of Intent to hire*

Date Feb 15, 2021

Name: Sumit Sakarkar  
Roll No: 120170009  
Institute Name: MIT Academy of Engineering, Pune

**Subject: Letter of Intent to hire**

Dear Sumit,

Congratulations! Thank you for exploring career opportunities with Abzooba India Infotech Pvt. Ltd (Abzooba). You have successfully completed our initial selection process and we intent to make you an offer of employment as **Trainee**. Your designation will be aligned as per Practice / Function upon joining Abzooba.

Initially, you will be put in Training for 3 (Three) months starting from March 1, 2021. During the initial training period you will not be eligible for any payment and company-sponsored benefits.

After successful completion of training program and subject to availability of projects with Abzooba, you will be issued a Letter of Appointment by Abzooba with an appropriate date of joining. You may still need to undergo more training even upon joining Abzooba, as may be planned by the company. Your CTC including all benefits will be **INR 6,00,000 Per Annum**. The break-up is presented in **Annexure A**. Your employment will be subject to the Standard Terms and Conditions of employment at Abzooba and will be governed by the policies, rules, regulations, practices, processes, and procedures of Abzooba as applicable to you and the changes therein from time to time.

This letter of intent is valid subject to your being found medically fit, you are completing your academic course with minimum grade of First Class as specified at the time of your selection, meeting the set eligibility criteria at the end of your academic course and successful completion of Abzooba's Training program prior to your joining.

You shall maintain confidentiality with respect to all information relating to the company's technology, processes, and any other activities of the company and its customers/ client and shall not at any time disclose to any third party any Confidential Information Your obligation to keep such information confidential will survive even after completion of your internship at the company. Your obligation to keep such information confidential will survive even after completion of your internship at the company

As part of pre-joining formalities, please submit the following documents:

1. Pan Card
2. Aadhaar Card
3. Educational Certificates

This letter of intent will be valid for 1 week from the date of issue. If this is acceptable to you, please let us know your acceptance by signing **Annexure B** of this document and sending a scanned copy to us. If we do not hear back from you within this period, the offer of intent will be deemed to be cancelled.

We take great pleasure in welcoming you to Abzooba and sincerely hope that training period with us will be pleasant and of mutual benefit. Please do not hesitate to e-mail us for any information you may need at [human\\_resources@abzooba.com](mailto:human_resources@abzooba.com)

*Letter of Intent to hire*

Annexure A

Particulars	Monthly (in INR)	Annual (in INR)
Basic	20,000.00	2,40,000.00
HRA	10,000.00	1,20,000.00
Special Allowance	17,600.00	2,11,200.00
<b>Gross</b>	<b>47,600.00</b>	
<b>Retirals</b>		
Employer's Contribution to PF	2,400.00	28,800.00
<b>CTC</b>		<b>6,00,000.00</b>



Letter of Intent to hire

Annexure B

**Additional Benefits:**

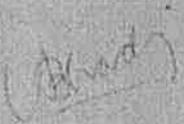
- Health Insurance is provided to the associate and his/her dependents (spouse and 2 children). Benefit amount (INR 6,00,000 for self and family & INR 5,00,000 for single associates).
- There is a provision to include Parents in the medical insurance policy, but the premium will be deducted from Employee's CTC. The exact premium amount for including Parents can be worked out by the Payroll team once the employee joins the organisation.
- Gratuity is paid as per the norms of the Payment of Gratuity Act.
- Annual Training Allowance of 30,000 INR can be claimed against certifications and courses relevant for self-development.

**Note:**

- Shift allowance where applicable is paid as per prevalent policy for applicable projects.
- All taxes arising out of this structure shall be borne by you.
- Flexible Benefits as may be availed from Special Allowance only for tax exemption purposes:
  - Sodexo coupons are optional and can be availed to a maximum extent of INR 26,400 Per Annum from Special Allowance.
  - LTA, as may be availed from Special Allowance, will be governed by tax laws as applicable and will be on claim basis against the appropriate enclosures / bills produced with appropriate forms duly filled. If bills are not produced during a financial year, then the unclaimed part of the reimbursements will be added to taxable salary and will be subject to appropriate deduction of tax along with your salary for the month of March as per tax laws.

Yours sincerely,

For Abzooba India Infotech Pvt. Ltd.

  
Awantika Bhardwaj  
Vice President – Employee Success

**ACCEPTANCE:**

I have read and understood the offer on the terms and conditions and hereby signify my acceptance of the same.

Signature:



Name: Sumit Sakarkar

Date: 19/02/2021

2021 Batch  
Computer - Branch

35

Vikas Singh <vssingh@mitaoe.ac.in>

---

**Fwd: Persistent Systems: Additional campus selection**

1 message

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**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:43 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Tue, Oct 27, 2020 at 12:35 PM  
Subject: Persistent Systems: Additional campus selection  
To: R. Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

In addition to the earlier selections, Persistent Systems has selected one more student of MITAOE - **Shweta Tiwari, B Tech Computer, 2021 batch.** Remuneration offered is Rs. 6.41 Lacs per annum CTC.

Forwarding herewith the confirmation mail received from the company.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Siddharth Pendse** <siddharth\_pendse@persistent.com>  
Date: Tue, Oct 27, 2020 at 11:00 AM  
Subject: RE: "Navayuva- Super Achiever Assessment": Persistent has a Good News!!  
To: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>  
Cc: Campus <campus@persistent.com>

Hello Sir,

Following students are selected with us for 6.41 LPA.

- Shweta Tiwari
- Gaurav Raj

Thanks,

Siddharth

**Siddharth Shrikant Pendse.**  
Campus Hiring

Tel: +91-20-67035799

siddharth\_pendse@persistent.com

signature\_1383669314

See Beyond, Rise Above



36

**Apisero Global Integration Solutions Pvt Ltd.,**  
**Teerth Technospace,**  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

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**07 Nov 2020**

**ADITYA VEER**

Dear Aditya,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### **1. START DATE**

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### **2. PRE-EMPLOYMENT CONDITIONS**

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### **3. REMUNERATION**

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



**Apisero Global Integration Solutions Pvt Ltd.,**  
Teerth Technospace,  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

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#### **4. PLACE OF WORK**

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within the Apisero Group. You may be required to travel in the course of your duties.

**Apisero Global Integration Solutions Pvt Ltd.,**  
Teerth Technospace,  
Office No. B Wing-205B, Level – 2,  
Next to Mercedes Benz Showroom, Bangalore-Mumbai Highway, Baner,  
Pune – 411045

#### **5. WORKING HOURS**

The Company's normal office hours are from 9am – 6pm, 5 days a week including one hour lunch break. Saturday and Sunday will be weekly off.

However you will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfil your function, outside these hours and days, which will not qualify for overtime payment except as required under applicable laws.

#### **6. PROBATION PERIOD**

Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than three months, or such additional period as may be deemed necessary by the Company in its absolute discretion. Notice period is mandatory during the probation.

#### **7. NOTICE PERIOD**

In case of voluntary separation from the company within 60 days from the start date, you will give the company a written notification of one week. After 60 days, you will serve the notice period of **not less than 90 days**. The company reserves the right to take legal action and report to the concerned authorities and industry bodies in case the employee leaves without serving the notice period.

#### **8. TERMINATION OF PERMANENT SERVICES**

- a. You will automatically retire from the service of the company on attaining the superannuation age of 58 years.
- b. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



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Website: [www.apisero.com](http://www.apisero.com)

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- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

## **9. EMPLOYEE HANDBOOK**

You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

Although the firm permits relatives of employees to be employed at the firm, immediate family members, for example, spouse, sibling, parent, child, etc, are not encouraged to work in the same business area. If they do, it must be in a different department or location. You are reminded of your duty to keep the firm informed in this regard. Therefore, if you have a relative currently employed by the Company, please inform your manager and Human Resources immediately.

## **10. GENERAL**

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



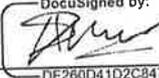
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Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
*Venkat Mudupu*  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed:  Date: 11/7/2020  
DE260D4102C847A...

Full Name: Aditya Veer



## **Appendix – 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



2021 Batch  
Computer - Branch

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Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

Appendix-2		
Name	Aditya Veer	
Designation	Software Engineer	
<u>Compensation</u>		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



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**Apisero Global Integration Solutions Pvt Ltd.,**  
Teerth Technospace,  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

---

**07 Nov 2020**

**AKASH SHIVAJI VARUDE**

Dear Akash Shivaji,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### **1. START DATE**

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### **2. PRE-EMPLOYMENT CONDITIONS**

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### **3. REMUNERATION**

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



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#### **4. PLACE OF WORK**

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within the Apisero Group. You may be required to travel in the course of your duties.

**Apisero Global Integration Solutions Pvt Ltd.,**  
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Pune – 411045

#### **5. WORKING HOURS**

The Company's normal office hours are from 9am – 6pm, 5 days a week including one hour lunch break. Saturday and Sunday will be weekly off.

However you will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfil your function, outside these hours and days, which will not qualify for overtime payment except as required under applicable laws.

#### **6. PROBATION PERIOD**

Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than three months, or such additional period as may be deemed necessary by the Company in its absolute discretion. Notice period is mandatory during the probation.

#### **7. NOTICE PERIOD**

In case of voluntary separation from the company within 60 days from the start date, you will give the company a written notification of one week. After 60 days, you will serve the notice period of **not less than 90 days**. The company reserves the right to take legal action and report to the concerned authorities and industry bodies in case the employee leaves without serving the notice period.

#### **8. TERMINATION OF PERMANENT SERVICES**

- a. You will automatically retire from the service of the company on attaining the superannuation age of 58 years.
- b. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



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- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

## **9. EMPLOYEE HANDBOOK**

You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

Although the firm permits relatives of employees to be employed at the firm, immediate family members, for example, spouse, sibling, parent, child, etc, are not encouraged to work in the same business area. If they do, it must be in a different department or location. You are reminded of your duty to keep the firm informed in this regard. Therefore, if you have a relative currently employed by the Company, please inform your manager and Human Resources immediately.

## **10. GENERAL**

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



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Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
A handwritten signature in black ink that reads "Venkat Mudupu".  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed: A handwritten signature in black ink that reads "Akash Shivaji Varude".  
A060437919FD459... Date: 11/7/2020

Full Name: Akash Shivaji Varude



## **Appendix – 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apsiero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



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Appendix-2		
Name	Akash Shivaji Varude	
Designation	Software Engineer	
<u>Compensation</u>		
	Salary Breakdown	
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



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**07 Nov 2020**

**ANIKET SULKE**

Dear Aniket,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### **1. START DATE**

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### **2. PRE-EMPLOYMENT CONDITIONS**

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### **3. REMUNERATION**

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



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#### 5. WORKING HOURS

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- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

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You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

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## 10. GENERAL

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



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Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
*Venkat Mudupu*  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed: *Aniket Sulke* Date: 11/7/2020  
DocuSigned by:  
FB980520FB16405...

Full Name: Aniket Sulke



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## **Appendix - 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.

2021 Batch  
Computer Branch

DocuSign Envelope ID: F9750FFA-F0C5-45C1-91AB-5EEB57E85775



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Appendix-2		
Name	Aniket Sulke	
Designation	Software Engineer	
<u>Compensation</u>		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



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**Apisero Global Integration Solutions Pvt Ltd.,**  
**Teerth Technospace,**  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

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**07 Nov 2020**

**ASHWINI SANDIP SABALE**

Dear Ashwini Sandip,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

**1. START DATE**

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company. ✓

**2. PRE-EMPLOYMENT CONDITIONS**

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

**3. REMUNERATION**

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



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#### 4. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within the Apisero Group. You may be required to travel in the course of your duties.

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Pune – 411045

#### 5. WORKING HOURS

The Company's normal office hours are from 9am – 6pm, 5 days a week including one hour lunch break. Saturday and Sunday will be weekly off.

However you will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfil your function, outside these hours and days, which will not qualify for overtime payment except as required under applicable laws.

#### 6. PROBATION PERIOD

Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than three months, or such additional period as may be deemed necessary by the Company in its absolute discretion. Notice period is mandatory during the probation.

#### 7. NOTICE PERIOD

In case of voluntary separation from the company within 60 days from the start date, you will give the company a written notification of one week. After 60 days, you will serve the notice period of **not less than 90 days**. The company reserves the right to take legal action and report to the concerned authorities and industry bodies in case the employee leaves without serving the notice period.

#### 8. TERMINATION OF PERMANENT SERVICES

- a. You will automatically retire from the service of the company on attaining the superannuation age of 58 years.
- b. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



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Website: [www.apisero.com](http://www.apisero.com)

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- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

## **9. EMPLOYEE HANDBOOK**

You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

Although the firm permits relatives of employees to be employed at the firm, immediate family members, for example, spouse, sibling, parent, child, etc, are not encouraged to work in the same business area. If they do, it must be in a different department or location. You are reminded of your duty to keep the firm informed in this regard. Therefore, if you have a relative currently employed by the Company, please inform your manager and Human Resources immediately.

## **10. GENERAL**

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



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Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
*Venkat Mudupu*  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed: \_\_\_\_\_ Date: 11/7/2020

Full Name: Ashwini Sandip Sabale



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## **Appendix – 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



2021 Batch  
Computer-Branch

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Appendix-2		
Name	Ashwini Sandip Sabale	
Designation	Software Engineer	
<u>Compensation</u>		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card (2,400.00 per month), Telephone & Internet (2,000.00 per month) and LTA (50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



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07 Nov 2020

MOHIT RANJAN

Dear Mohit,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### 1. START DATE

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### 2. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### 3. REMUNERATION

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



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#### **4. PLACE OF WORK**

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#### **5. WORKING HOURS**

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#### **7. NOTICE PERIOD**

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- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
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The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

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- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



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Yours Sincerely

DocuSigned by:  
*Venkat Mudupu*  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed: \_\_\_\_\_ Date: 11/7/2020

Full Name: Mohit Ranjan



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## **Appendix – 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



2021 Batch  
Computer - Branch

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Appendix-2		
Name	Mohit Ranjan	
Designation	Software Engineer	
<u>Compensation</u>		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



41

**Apisero Global Integration Solutions Pvt Ltd.,**  
**Teerth Technospace,**  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

---

**08 Nov 2020**

**SANTANU CHOUBEY**

Dear Santanu,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### **1. START DATE**

Your employment with the Company shall commence on **04 Jan 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### **2. PRE-EMPLOYMENT CONDITIONS**

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### **3. REMUNERATION**

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



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Website: [www.apisero.com](http://www.apisero.com)

---

#### **4. PLACE OF WORK**

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within the Apisero Group. You may be required to travel in the course of your duties.

**Apisero Global Integration Solutions Pvt Ltd.,**  
Teerth Technospace,  
Office No. B Wing-205B, Level – 2,  
Next to Mercedes Benz Showroom, Bangalore-Mumbai Highway, Baner,  
Pune – 411045

#### **5. WORKING HOURS**

The Company's normal office hours are from 9am – 6pm, 5 days a week including one hour lunch break. Saturday and Sunday will be weekly off.

However you will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfil your function, outside these hours and days, which will not qualify for overtime payment except as required under applicable laws.

#### **6. PROBATION PERIOD**

Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than three months, or such additional period as may be deemed necessary by the Company in its absolute discretion. Notice period is mandatory during the probation.

#### **7. NOTICE PERIOD**

In case of voluntary separation from the company within 60 days from the start date, you will give the company a written notification of one week. After 60 days, you will serve the notice period of **not less than 90 days**. The company reserves the right to take legal action and report to the concerned authorities and industry bodies in case the employee leaves without serving the notice period.

#### **8. TERMINATION OF PERMANENT SERVICES**

- a. You will automatically retire from the service of the company on attaining the superannuation age of 58 years.
- b. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



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---

- i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

## **9. EMPLOYEE HANDBOOK**

You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; "Employment of Relatives".

Although the firm permits relatives of employees to be employed at the firm, immediate family members, for example, spouse, sibling, parent, child, etc, are not encouraged to work in the same business area. If they do, it must be in a different department or location. You are reminded of your duty to keep the firm informed in this regard. Therefore, if you have a relative currently employed by the Company, please inform your manager and Human Resources immediately.

## **10. GENERAL**

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to "no vacation policy (unlimited vacation)"



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- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

#### **11. DEDUCTIONS**

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

#### **12. PREVIOUS AGREEMENTS**

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

#### **13. DATA PROTECTION**

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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---

#### **14. INTELLECTUAL PROPERTY RIGHTS**

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

#### **15. NON-DISPARAGEMENT**

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

#### **16. MISCELLANEOUS**

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



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Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

---

Yours Sincerely

DocuSigned by:  
*Venkat Mudupu*  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

---

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed: \_\_\_\_\_ Date: 11/8/2020

Full Name: Santanu Choubey



## **Appendix – 1**

### **Checklist of documents to be submitted by new employee**

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



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Appendix-2		
Name	Santanu Choubey	
Designation	Software Engineer	
Compensation		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-Benefits Plan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.

**Fwd: Deloitte || List of Selects**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: Titus, Tina Mary <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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v.E.1

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
To: Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

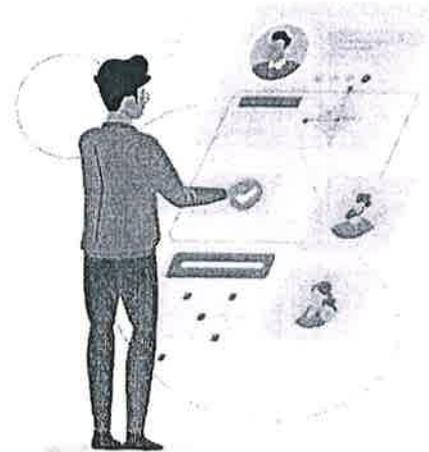
Mon, Mar 7, 2022 at 2:10 PM

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

From: <[AshokRanjith.Rajasekaran@cognizant.com](mailto:AshokRanjith.Rajasekaran@cognizant.com)>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <[hemant.mali@mitcoe.edu.in](mailto:hemant.mali@mitcoe.edu.in)>  
Cc: <[Raunak.Chaudhary2@cognizant.com](mailto:Raunak.Chaudhary2@cognizant.com)>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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**4 attachments**

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
0120170408	14967514	Abhishek	Mutath	abhishekpraveenkumar14@gmail.com	7020037142	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170139	14967500	Akshay	Jadhav	akshayjadhav7066@gmail.com	8208292280	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170343	14967546	Amal	Sutone	arsutone0799@gmail.com	7218430657	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170001	14967581	Ankit	Sinha	ankitsinha.221199@gmail.com	9920036620	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170353	14967604	Arpit	Gupta	asgupta@mitaoe.ac.in	7020113840	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170490	14967714	Harshit	Sinha	harshitsinha20march@gmail.com	7764903371	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170469	14967729	Hrushikesh	Dolas	hsdolas1@gmail.com	8329999513	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170416	14967782	Kumar	Rishu	rishutab@gmail.com	8862849014	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0220180266	14967398	Murkute Swapnil	Murkute	murkute.swapnil12@gmail.com	9762636489	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170197	14967887	Prathamesh	Kadam	prathameshkadam1999@gmail.com	9595209598	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

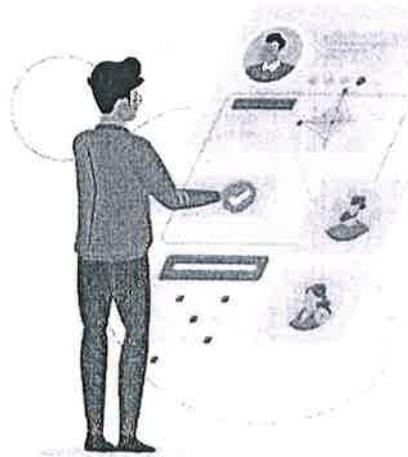
Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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32K

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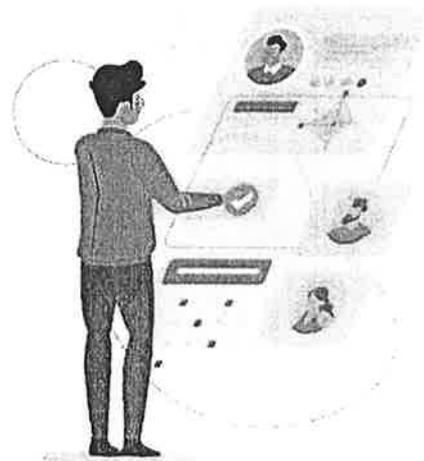
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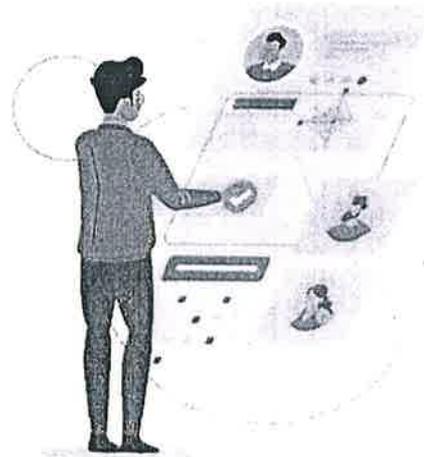
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07-Jan-2021

Arpit Gupta

B.Tech/B.E. Computer Engineering

Maharashtra Institute of Technology, Pune

Dear Arpit,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Suresh Bethavandu

**Global Head-Talent Acquisition**

I accept the terms and conditions of the offer as mentioned above.

**Signature:**

**Date:**

48

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

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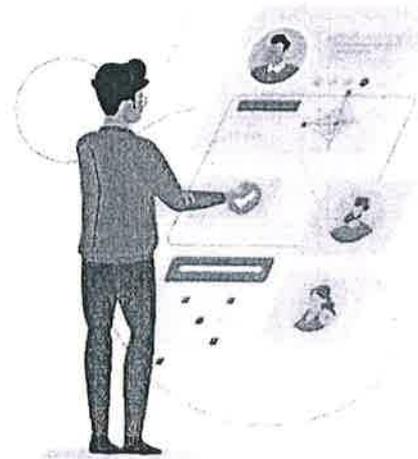
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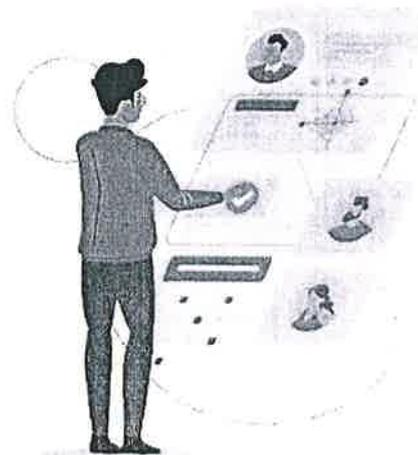
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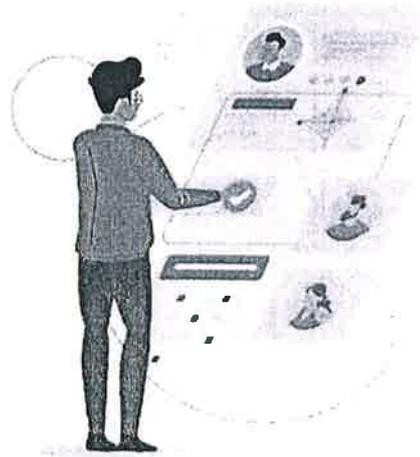
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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
0120170408	14967514	Abhishek	Muttath	abhishekpraveenkumar14@gmail.com	7020037142	B.Tech/B.E	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
0120170139	14967500	Akshay	Jadhav	akshayjadhav7066@gmail.com	8208292280	B.Tech/B.E	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
0120170343	14967546	Amal	Sutone	arsutone0799@gmail.com	7218430657	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
0120170001	14967581	Ankit	Sinha	ankitsinha.221199@gmail.com	9920036620	B.Tech/B.E	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
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0120170490	14967714	Harshit	Sinha	harshitsinha20marct@gmail.com	7764903371	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
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0220180266	14967398	Murkute Swapnil	Murkute	murkute.swapnil12@gmail.com	9762636489	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology,Pune
0120170197	14967887	Prathamesh	Kadam	prathameshkadam1999@gmail.com	9595209598	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology,Pune

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

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Mon, Mar 7, 2022 at 2:10 PM

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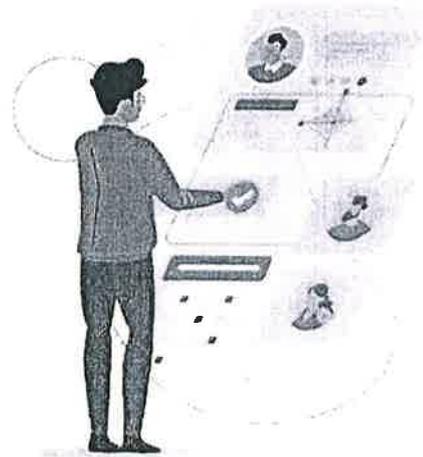
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To: <hemant.mali@mitcoe.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



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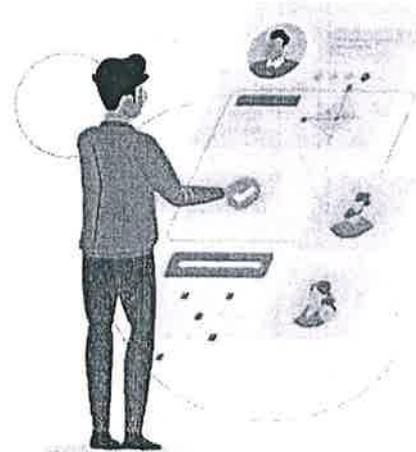
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0220180130	14967218	Tanmay	Kulkarni	kulkarnitv999@gmail.com	7391957745	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170167	14696773	Vinay	Sattu	vinaysattu11@gmail.com	9699610121	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune



17-Apr-2021

Dear Priya Joshi,  
B.Tech/B.E., Computer Science & Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14851842

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

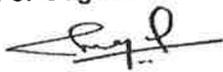
## 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Priya Joshi

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

## **Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

## **Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

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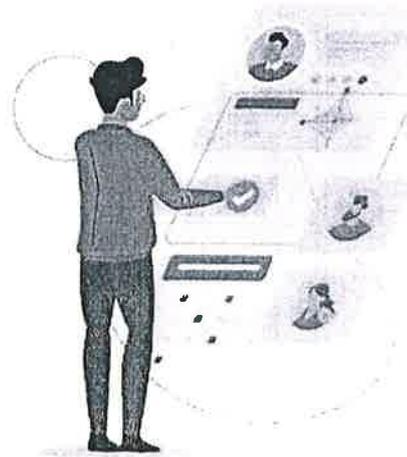
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Date: Wed, Dec 2, 2020 at 1:33 AM

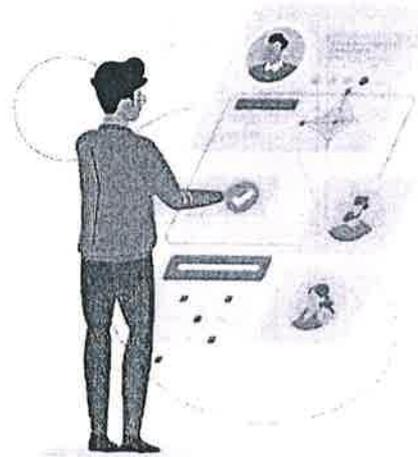
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list

To: <hemant.mali@mitcoe.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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4 attachments

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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

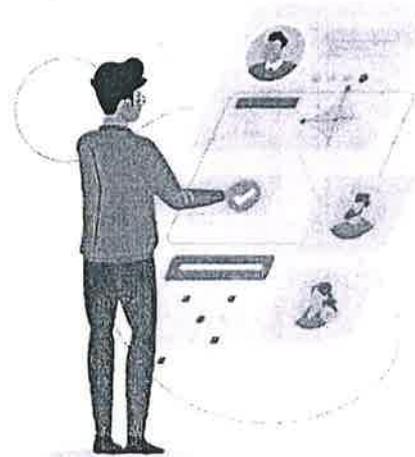
Mon, Mar 7, 2022 at 2:10 PM

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# Cognizant®

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Regards,

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32K

Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
0120170408	14967514	Abhishek	Muttath	abhishekpraveenkumar14@gmail.com	7020037142	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170139	14967500	Akshay	Jadhav	akshayjadhav7066@gmail.com	8208292280	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170343	14967546	Amal	Sutone	arsutone0799@gmail.com	7218430657	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170001	14967581	Ankit	Sinha	ankitsinha.221199@gmail.com	9920036620	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170353	14967604	Arpit	Gupta	asgupta@mitaoe.ac.in	7020113840	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170490	14967714	Harshit	Sinha	harshitsinha20march@gmail.com	7764903371	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170469	14967729	Hrushikesh	Dolas	hsdolas1@gmail.com	8329999513	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170416	14967782	Kumar	Rishu	rishutab@gmail.com	8862849014	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0220180266	14967398	Murkute Swapnil	Murkute	murkute.swapnil12@gmail.com	9762636489	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune
0120170197	14967887	Prathamesh	Kadam	prathameshkadam1999@gmail.com	9595209598	B. Tech/B. E.	Computer Science & Engineering	Maharashtra Institute of Technology, Pune

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

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Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list

To: <hemant.mali@mitcoe.edu.in>

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59

Vikas Singh <vssingh@mitaoe.ac.in>

**MIT** Academy of Engineering

**Fwd: Infosys Campus Recruitment Program: List of students selected for a job offer**

1 message

Mon, Mar 14, 2022 at 3:29 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Manish Singh <manish.singh41@infosys.com>

Date: Thu, Nov 26, 2020 at 2:57 PM

Subject: Infosys Campus Recruitment Program: List of students selected for a job offer

To: hemantmali@mitpune.com <hemantmali@mitpune.com>

Cc: Sudhir Kumar Mishra <Sudhir\_Mishra01@infosys.com>, Anivesh Joshi <anivesh.joshi@infosys.com>, Ajinkya Wagh <ajinkya.wagh@infosys.com>



Dear Prof. Hemant,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Manish Singh  
Talent Acquisition  
Infosys Limited

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 MIT Group of colleges.xlsx  
11K

Candidate Name	Candidate Email
Kunal Nandurkar	ksnandurkar@mitaoe.ac.in
Shreyasi Kendurkar	shreyasi.pk@gmail.com
Nachiket Shende	npshende@mitaoe.ac.in
Burhanuddin Alirajpurwala	burhanalirajpurwala@gmail.com
Raveesha Chaubey	raveeshachaubey1@gmail.com
Charan Srinivasan	cshriniwasan@mitaoe.ac.in
Rutvik Shinde	rsshinde@mitaoe.ac.in
Shubhadeep Roy	shubhadeepro1999@gmail.com
Dipesh Anand	dagupta@mitaoe.ac.in
Shaunak Patil	pshaunak89@gmail.com
Shivam Chauhan	shivamchauhan61@gmail.com
Maheshwari Satpute	mgsatpute@mitaoe.ac.in
Nivedita Shanbhag	niveashan@gmail.com
Madura Joshi	mmjoshi@mitaoe.ac.in
Yashvardhan Singh	yashvardhansingh964@gmail.com
Rehan Yahoo	rlyahoo@mitaoe.ac.in
Harshit Sinha	hssinha@mitaoe.ac.in
Aakriti Shukla	ashukla@mitaoe.ac.in
Mitali Rangari	myrangari@mitaoe.ac.in
Atharva Shinde	atharva7s@yahoo.com
Ketan Dhore	khdhore@mitaoe.ac.in
Marut Asawa	marutasawa.ma@gmail.com
Tanay Phadke	tanphadke210@gmail.com
Daksh Daga	dakshdaga@gmail.com
Shrijeet Nagori	happyshrijeet111@gmail.com
Govind Somani	somanigovind77@gmail.com

60

Infosys®

Navigate your next

June 19, 2021

HRD/3T/1002028512/21-22

Ms. Mitali Rangari  
82, Birsa Nagar,  
Dighori,  
Nagpur-440034  
India

Ph: +91-9527480830

Dear Mitali,

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

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.06.19 16:43:08 IST  
Reason: Digitally Signed  
Location: Bangalore

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

HRD/1002028512/21-22

Ms. Mitali Rangari  
82, Birsa Nagar,  
Dighori,  
Nagpur-440034  
India

Ph: +91-9527480830

Dear Mitali,

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 **28-Jun-2021**.

#### **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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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, during probation. On 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 2021-22 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 month's 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 2020-21. 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)**

<b>COMPENSATION DETAILS</b> <b>(All figures in INR per month)</b>				
<b>NAME</b>	<b>Ms. Mitali Rangari</b>			
<b>ROLE</b>	<b>Systems Engineer</b>			
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
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
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
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)				1500
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (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	Ms. Mitali Rangari			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
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
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
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
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (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				

Computer Branch

2021 Batch

July 4, 2021

HRD/3T/1002027517/21-22

Ms. Aakriti Shukla  
82-B  
Shivshakti Nagar , Kanadia Road  
Indore-452016  
India

Ph: +91-9424010798

Dear Aakriti,

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

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.04 16:41:27 IST  
Reason: Digitally Signed  
Location: Bangalore

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

July 4, 2021

HRD/1002027517/21-22

Ms. Aakriti Shukla  
82-B  
Shivshakti Nagar , Kanadia Road  
Indore-452016  
India

Ph: +91-9424010798

Dear Aakriti,

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 **19-Jul-2021**.

### 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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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, during probation. On 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 2021-22 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 month's 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 2020-21. 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 full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.04 16:41:27 IST  
Reason: Digitally Signed  
Location: Bangalore

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)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Aakriti Shukla		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
<b>1. MONTHLY COMPONENTS</b>			
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
<b>MONTHLY GROSS SALARY</b>			<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>			
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

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

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

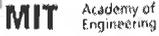
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that 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	Ms. Aakriti Shukla		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
<b>1. MONTHLY COMPONENTS</b>			
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
<b>MONTHLY GROSS SALARY</b>			<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>			
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
<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>			
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
RAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>
<b>OTHER BENEFITS</b>			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			<b>Margin Money</b> (To be borne by the employee)
			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: MIT- Final Shortlists**

1 message

**Jayant Patkar** <jdpatkar@mitaoe.ac.in>  
To: Vikas Singh <vssingh@admin.maepune.ac.in>

Fri, Mar 11, 20

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

From: **Shaikh, Wasima, Vodafone Group** <Wasima.Shaikh@vodafone.com>  
Date: Thu, Dec 24, 2020, 11:53 AM  
Subject: MIT- Final Shortlists  
To: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>, hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

Hi Team,

Please send an acknowledgement on the list of shortlisted candidates and confirm their joining at \_VOIS.

Thanks,  
Wasima Shaikh



**From:** Shaikh, Wasima, Vodafone Group  
**Sent:** Tuesday, December 22, 2020 10:20 AM  
**To:** director.iac@mitpune.edu.in; hemant.mali@mitwpu.edu.in; jdpatkar@mitaoe.ac.in  
**Subject:** MIT- Interview Feedback

Hi Team,

PFB the interview feedback.

Please acknowledge the selection and confirm their joining with \_VOIS.

Full Name	Email id.	AMCAT ID	College	Tech Feedback	HRBP Feedback
Harsh Mehta	harshnageshmehta@gmail.com	124060286050459	MIT	Selected	Selected
Diksha Naik	dikshanaik14@gmail.com	124060286326991	MIT	Selected	Selected
Yash Borse	iyashborse@gmail.com	124060286616352	MIT	Rejected	Rejected
Navneet Kumar	nav.ansu2017@gmail.com	124060286139540	MIT	Rejected	Rejected

Thanks,

cid:image002.png@01D5DCF0.706DBF40

**Wasima Shaikh**  
Resourcing  
Vodafone **Intelligent Solutions**  
Business@Mantri, Tower A, 3rd to 4<sup>th</sup>  
Floor, Wing A1&A2 and Tower B,4th  
Floor, Wing B1&B2, Survey  
No.197,  
Hissa No. 2+4 to 7B, Nagar Road,  
Lohegaon,Pune-411014.

[Wasima.shaikh@vodafone.com](mailto:Wasima.shaikh@vodafone.com)  
cid:image004.png@01D5DCF1.AF4AC680

C2 General

4 attachments

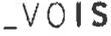
 VOIS image001.png  
2K



image002.png  
50K

 VOIS image001.png  
2K

 MIT - Shortlisted students.xlsx  
29K

Full name	Email id	AMCAT ID	College	Date	Tech Feedback	HRBP Feedback
Shweta Panhalkar	shwetapanhalkar4@gmail.com	124060286586692	MIT WPU	17-Dec-20	selected	selected
Aakriti Bhat	aakriti43bhat@gmail.com	124060286820913	MIT WPU	17-Dec-20	selected	selected
Vrushabh Shah	vrushabhshahs@gmail.com	124060286536974	MIT WPU	17-Dec-20	selected	selected
Ishita Kothari	ishitakothari24@gmail.com	124060286714134	MIT WPU	17-Dec-20	selected	selected
Astha Kawatra	kawatraastha.ak@gmail.com	124060286221592	MIT WPU	17-Dec-20	selected	selected
Vignesh Iyer	vigneshiyer666666@gmail.com	124060286777189	MIT WPU	17-Dec-20	selected	selected
Konika Sharma	konikadutta2991@gmail.com	124060286843521	MIT WPU	17-Dec-20	selected	selected
Shreya Sathe	shreeyasathe10@gmail.com	124060286466320	MIT WPU	17-Dec-20	selected	selected
Tanisha Dhopeswar	tanishadhopeswar13@gmail.com	124060286072425	MIT WPU	17-Dec-20	selected	selected
Anisha Bhandare	anisha.bhandare@gmail.com	124060286077002	MIT WPU	17-Dec-20	selected	selected
Nitish Warbhe	ndwarbhe@mitaoe.ac.in	124060286419024	MIT WPU	17-Dec-20	selected	selected
Devendra Dahale	dhdahale@mitaoe.ac.in	124060286905781	MIT WPU	17-Dec-20	selected	selected
Samarth Vaishampayan	vaishampayan.samarth@gmail.com	124060286144456	MIT WPU	17-Dec-20	selected	selected
manas yeole	manasyeoleoct9905@gmail.com	124060286245436	MIT WPU	17-Dec-20	selected	selected
Roshni Bhirad	roshnibhirad7@gmail.com	124060286869410	MIT WPU	17-Dec-20	selected	selected
Vivek Ray	vivekray903@gmail.com	124060286138352	MIT WPU	17-Dec-20	selected	selected
Piyush Sonvane	ppsonvane@mitaoe.ac.in	124060286869392	MIT WPU	17-Dec-20	selected	selected
Shifani Ram	shifani9@gmail.com	124060286424976	MIT WPU	17-Dec-20	selected	selected
Rakshit Singh	rakshitranjan99@gmail.com	124060286804439	MIT WPU	17-Dec-20	selected	selected
Supriya Joshi	supriyajoshi@mitaoe.ac.in	124060286771402	MIT WPU	17-Dec-20	selected	selected
Suyash Kulkarni	suyashk28@gmail.com	124060286488515	MIT WPU	17-Dec-20	selected	selected
Pranav Tagare	pranavtagare14@gmail.com	124060286418203	MIT WPU	17-Dec-20	selected	selected
Abhishhek Abhyankar	abhishhekabhyankar2099@gmail.com	124060286085016	MIT WPU	17-Dec-20	selected	selected
dev bakiwal	devbakiwal@gmail.com	124060286108218	MIT WPU	17-Dec-20	selected	selected
Rutuja Bagale	rabagale@mitaoe.ac.in	124060286173015	MIT WPU	17-Dec-20	selected	selected
Om Javare	om.javare@gmail.com	124060286386537	MIT WPU	17-Dec-20	selected	selected
Madhura Patil	madhurapatil2205@gmail.com	124060286132564	MIT WPU	17-Dec-20	selected	selected
Yogesh Zalte	ybzalte@mitaoe.ac.in	124060286198137	MIT WPU	18-Dec-20	Selected	Selected
Nikhil Kiwale	npkiwale@mitaoe.ac.in	124060286383079	MIT WPU	18-Dec-20	Selected	Selected
Grace Hoosur	ggh1999@gmail.com	124060286117611	MIT WPU	18-Dec-20	Selected	Selected
Vishvesh Kulkarni	vishvesh.kulkarni1999@gmail.com	124060286214794	MIT WPU	18-Dec-20	Selected	Selected
Raghavendra Chate	rmchate@mitaoe.ac.in	124060286392909	MIT WPU	18-Dec-20	Selected	Selected

**Fwd: TietoEVRY : Campus Selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:33 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Mon, Jan 4, 2021 at 5:27 PM  
Subject: TietoEVRY : Campus Selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

TIETO EVRY has selected one student of MITAOE - Raj Gupta, (B Tech Computer Science, 2021 batch) from the campus recruitment conducted recently.

Remuneration offered by the company is Rs. 4.50 Lacs per annum CTC.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Hemant Deepak Jain** <hemant.jain@firstnaukri.com>  
Date: Mon, Jan 4, 2021 at 5:05 PM  
Subject: RE: MIT, Pune: Awaiting final selections\_| TietoEVRY (2020 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Placement Officer,

PFA list of the candidates who will receive offer letter from the HR Team TietoEVRY. The same was communicated to Mr. Anil Pacha Sir over the call.

Please feel free to reach out in case of any queries.

Thanks and regards

Hemant Jain

Assistant Manager - Sales Support

Office: 020-67495772 | Mobile: +91-80802-69744

**Firstnaukri.com (A naukri.com Exclusive Site for Campus Hiring)**

---

 TietoEVERY\_Selects\_MIT Group Campus\_28Dec.xlsx  
10K

64

**Fwd: Softlink International Pvt. Ltd: Campus Selections**

1 message

Wed, Mar 2, 2022 at 3:31 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Wed, Jan 13, 2021 at 11:11 AM  
Subject: Softlink International Pvt. Ltd: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

Softlink International Pvt. Ltd. has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment.

1. Tushar Shelar - B Tech Information Technology
2. Pratiksha Mandalik - B Tech Computer Science

Remuneration offered by the company is Rs. 4.5 Lacs CTC for the first 6 months of probation period, and Rs.5.20 Lacs after confirmation from 7th month onwards.

Forwarding herewith the confirmation mail received from company for reference.

Regards

Anil Kumar Pacha  
Training & Placement

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

From: Jagdeesh Motegowda <jagdeesh@softlinkinternational.com>  
Date: Tue, Jan 12, 2021 at 10:07 PM  
Subject: RE: MIT-WPU, Pune: List of students applied for Softlink International Pvt. Ltd\_2021 batch.  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hello,

- 1: Based on aptitude test and interview rounds, we are pleased to offer employment opportunity to below candidates.

Joining date would be first week of July, 2021.

**Congratulations and best wishes to all !**

FullName	Email	Mobile	Status
Srushti Chikte	srushtichikte@gmail.com	9657979480	Selected

## Contact

[www.linkedin.com/in/ashwin-ba9433106](https://www.linkedin.com/in/ashwin-ba9433106) (LinkedIn)

## Top Skills

C (Programming Language)

C++

Java

## Certifications

Essential Google cloud infrastructure : foundation

# Ashwin B.

Pune

## Summary

Computer Engineer

---

## Experience

Accelya Group

Engineer I - Cloud & Virtualization

November 2021 - Present (7 months)

Pune, Maharashtra, India

mPHATEK Systems

Software Developer Intern

January 2021 - May 2021 (5 months)

Pune, Maharashtra, India

Pixelstat eSolutions Development Pvt. Ltd.

Application Developer Intern

June 2020 - September 2020 (4 months)

Hyderabad, Telangana, India

---

## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Computer Engineering · (2018 - 2021)

G.H. Rasoni Polytechnic, Nagpur

Diploma, Computer Engineering

## Contact

[www.linkedin.com/in/kunalsakhare03](https://www.linkedin.com/in/kunalsakhare03) (LinkedIn)

## Top Skills

Python Programming  
Data Structures  
Web Scraping

## Certifications

Python Data Structures  
Using Python to Access Web Data  
Programming for Everybody (Getting Started with Python)

# Kunal Sakhare

Student  
411002

## Summary

Computer Science and Engineering graduate interested in diverse fields like Software development, Data Science and Finance.

---

## Experience

mPHATEK Systems  
Software Engineer Intern  
January 2021 - May 2021 (5 months)

CDAC  
Web Development Intern  
March 2020 - July 2020 (5 months)

US LAB  
Web Development Intern  
June 2019 - July 2019 (2 months)

---

## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor of Technology - BTech, Computer Engineering · (2017 - 2021)

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
 to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
 date: Jan 18, 2021, 1:48 PM  
 subject: RE: MIT - Online test Result  
 mailed- coforgetech.com  
 by:  
 signed- coforgetech.com  
 by:  
 security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	ankita-kumari@mitaoe.ac.in	9110190351
Abhijeet Sunil Jadhav	abhijadhav@mitaoe.ac.in	7030100044
Roshani Mohan Nidhore	roshaninidhore29@gmail.com	8605827195
Swapnil Sagar	swapnil.swapnil.sagar946@gmail.com	8092288373
Vaishnavi Pingale	vrpingale@mitaoe.ac.in	8600849616
✓ PATEL DEEP NILESHBHAI	dnpatel@mitaoe.ac.in	8849767898
Shreya Babar	sibabar@mitaoe.ac.in	7757894414
✓ Monika Lokhande	monikaslokhande@gmail.com	9373279478
Gaurav Medhane	gjmedhane@mitaoe.ac.in	8669740166
Pallabi Mandal	mandalpallabi1999@gmail.com	9.18825E+11
Shubhra Patre	Shubhrapatre7@gmail.com	7756090178
Prince Raj	99princeraj@gmail.com	8875830060
Tushar Chaudhari	tushar.c8942@gmail.com	9588454481
Apurva Shrivastava	ashrivaatava306@gmail.com	7303251043
Shubham Mishra	shubh123bham@gmail.com	8668973417
Amar Nagargoje	amardnagargoje@gmail.com	9637844377
Deepika Saikia	sparshsaikia@gmail.com	8721026704
Monti Patel	montipatel1997@gmail.com	8987572733
Rushikesh Jadhav	justjadhav.1.9.9.8@gmail.com	9763580186
Vraj Shah	shahvraj225@gmail.com	9822319639
Pratik Rameshwar Shende	prshende@mitaoe.ac.in	9834766015

Thanks.

Regards,  
 Pooja Khurana Sehgal

**Coforge Limited**  
 (Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
date: Jan 18, 2021, 1:48 PM  
subject: RE: MIT - Online test Result  
mailed- coforgetech.com  
by:  
signed- coforgetech.com  
by:  
security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	<a href="mailto:ankita-kumari@mitaoe.ac.in">ankita-kumari@mitaoe.ac.in</a>	9110190351
Abhijeet Sunil Jadhav	<a href="mailto:abhijadhav@mitaoe.ac.in">abhijadhav@mitaoe.ac.in</a>	7030100044
Roshani Mohan Nidhore	<a href="mailto:roshaninidhore29@gmail.com">roshaninidhore29@gmail.com</a>	8605827195
Swapnil Sagar	<a href="mailto:swapnil.swapnil.sagar946@gmail.com">swapnil.swapnil.sagar946@gmail.com</a>	8092288373
Vaishnavi Pingale	<a href="mailto:vrpingale@mitaoe.ac.in">vrpingale@mitaoe.ac.in</a>	8600849616
✓ PATEL DEEP NILESHBHAI	<a href="mailto:dnpatel@mitaoe.ac.in">dnpatel@mitaoe.ac.in</a>	8849767898
Shreya Babar	<a href="mailto:sibabar@mitaoe.ac.in">sibabar@mitaoe.ac.in</a>	7757894414
✓ Monika Lokhande	<a href="mailto:monikaslokhande@gmail.com">monikaslokhande@gmail.com</a>	9373279478
Gaurav Medhane	<a href="mailto:gjmedhane@mitaoe.ac.in">gjmedhane@mitaoe.ac.in</a>	8669740166
Pallabi Mandal	<a href="mailto:mandalpallabi1999@gmail.com">mandalpallabi1999@gmail.com</a>	9.18825E+11
Shubhra Patre	<a href="mailto:Shubhrapatre7@gmail.com">Shubhrapatre7@gmail.com</a>	7756090178
Prince Raj	<a href="mailto:99princeraj@gmail.com">99princeraj@gmail.com</a>	8875830060
Tushar Chaudhari	<a href="mailto:tushar.c8942@gmail.com">tushar.c8942@gmail.com</a>	9588454481
Apurva Shrivastava	<a href="mailto:ashrivaatava306@gmail.com">ashrivaatava306@gmail.com</a>	7303251043
Shubham Mishra	<a href="mailto:shubh123bham@gmail.com">shubh123bham@gmail.com</a>	8668973417
Amar Nagargoje	<a href="mailto:amardnagargoje@gmail.com">amardnagargoje@gmail.com</a>	9637844377
Deepika Saikia	<a href="mailto:sparshsaikia@gmail.com">sparshsaikia@gmail.com</a>	8721026704
Monti Patel	<a href="mailto:montipatel1997@gmail.com">montipatel1997@gmail.com</a>	8987572733
Rushikesh Jadhav	<a href="mailto:justjadhav.1.9.9.8@gmail.com">justjadhav.1.9.9.8@gmail.com</a>	9763580186
Vraj Shah	<a href="mailto:shahvraj225@gmail.com">shahvraj225@gmail.com</a>	9822319639
Pratik Rameshwar Shende	<a href="mailto:prshende@mitaoe.ac.in">prshende@mitaoe.ac.in</a>	9834766015

Thanks.

Regards,  
Pooja Khurana Sehgal

**Coforge Limited**  
(Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

(69)

**SSN029690**



**Yushant Tyagi**

**Emergency no: +91 - 9359528015**

**Center: GGN\_HQ**

**Date of Joining: 26/07/2021**

**DELHIVERY**

[www.delhivery.com](http://www.delhivery.com)

## Contact

[www.linkedin.com/in/abhishekpraveen](http://www.linkedin.com/in/abhishekpraveen) (LinkedIn)

## Top Skills

Machine Learning

Database Management System (DBMS)

Neural Networks

## Certifications

Neural Networks and Deep Learning

International Collegiate Programming Contest

## Honors-Awards

AGBA National Talent Hunt Winner

## Publications

UAV System Using Convolutional Neural Network (1. Angle Prediction Model)

# Abhishek Praveen Kumar Muttath

Software Engineer at TIBCO | AEGIS Graham Bell Award Winner  
Pune

## Summary

Computer Engineering Student having experiences of back end development in

machine learning and Full stack development. Smart India Hackathon 2020 finalist.

Would like to have opportunities in new developing technologies , AI,ML,data

analytics , insights and multiple frameworks and architectures.

---

## Experience

### TIBCO

Associate Engineer

June 2021 - Present (1 year)

Pune, Maharashtra, India

### Cognizant

Java Application Developer Intern

January 2021 - June 2021 (6 months)

Pune, Maharashtra, India

Key Skills: Java, SQL, Spring Boot, Spring MVC, JUnit

\* Training on Java, SQL, SDLC, and spring boot for the first 2 months.

\* My project name was Patient record management system which was used to keep the data of the patient and their issue

with proper timestamp record. My main contribution was more towards the microservices and database system.

### CDAC

Research Intern

July 2020 - December 2020 (6 months)

Pune, Maharashtra, India

Key Skills: Greencloud, C++

- \* Design software to optimize the performance of the HPC (High-Performance Computer) system to lower thermal dissipation using the Round Robin Algorithm
- \* Increase the performance of the individual core by 30% and also increase the efficiency by 45%

**Biztime IT Solutions Pvt.Ltd**  
Software developer Engineer intern  
May 2020 - July 2020 (3 months)  
Bangalore Urban, Karnataka, India

Key Skills: Javascript,API, NodeJS, Database,Java

# Developed a MERN stack application by using new technology stack consisting of basic CRUD operation under the project of Zonal desk Workforce - Grievance Redressal

# To optimize the page by 40 % to increase the search result for the user. It is beneficial for searching similar cases and providing resolutions.

**Smart India Hackathon 2020**  
Technical Team Member  
January 2020 - July 2020 (7 months)  
Pune, Maharashtra, India

**Defence Research and Development Organisation (DRDO)**  
Machine Learning Intern  
April 2019 - October 2019 (7 months)  
Pune, Maharashtra

Key Skills: C++, Machine Learning, APDL

# Different non-uniform structure analyses which process of calculating stress and strain compared to a uniform structure value using machine learning toolkits such as K-nearest neighbour and pre-processing the data using ANSYS workbench backend code is known as APDL (Ansys Parametric Design Language).

---

## Education

**MIT ACADEMY OF ENGINEERING**  
Bachelor's degree, Computer Science (Minor in Machine Learning) · (2017 - 2021)

## Contact

mohitrex7@gmail.com

www.linkedin.com/in/mohitr7350  
(LinkedIn)

## Top Skills

Web Application Security

Algorithms

Ethical Hacking

## Certifications

Algorithmic Toolbox

MuleSoft Certified Developer - Level  
1

# Mohit Ranjan

Software Engineer at Apisero Inc.  
Pune

## Experience

Apisero Inc.

Software Engineer

January 2021 - Present (1 year 5 months)

Pune, Maharashtra, India

HackersEra Cyber Security Consultancy and Training Pvt Ltd

Bug Bounty Hunter

February 2019 - January 2021 (2 years)

Pune

Learnweel

Android Developer

June 2020 - July 2020 (2 months)

Pune, Maharashtra, India

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Computer Science · (2017 - 2021)

Kendriya Vidyalaya

HSC · (2015 - 2016)

Kendriya Vidyalaya

· (2004 - 2014)



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207190355/Pune**  
**Date: 10/01/2021**

Mr. Mohit Bhagwat Gurav  
Flat No. D102, Kalpataru Residency,  
Bhavani Nagar,  
Kalyan-421301,  
Maharashtra.  
Tel# -

Dear Mohit Bhagwat Gurav,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

**TCS Confidential**  
**TCSL/DT20207190355**

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No.103/A/1/129, CTS 1945, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6508 7777 Fax: 91 20 6508 7307 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of INR **15,000/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. 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 INR **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.



#### **4. Personal Allowance**

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **PERFORMANCE PAY**

##### **Monthly Performance Pay**

You will receive a monthly performance pay of INR **4,200/-**. 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.

##### **Performance Bonus**

Your Performance Bonus will be INR **3,200/-** 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.

Performance Bonus 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 Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

#### **CITY ALLOWANCE**

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

#### **RETENTION INCENTIVE**

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

#### **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.



## OTHER BENEFITS

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **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.

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TCSL/DT20207190355

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## **TATA CONSULTANCY SERVICES**

### **Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 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, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a



comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

### **3. Probation Period**

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

### **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 to 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 probation 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 offer as an employee with TCS you are required to



maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. 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.

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. 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.

#### **11. 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.

#### **12. 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

#### **13. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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.

#### 14. 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.

#### 15. 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.

#### 16. 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.

#### 17. 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 probation/service without notice.

#### 18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

#### 19. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.



## **20. 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.

## **21. 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.

## **22. 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.

## **23. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Mohit Bhagwat Gurav
Designation	Systems Engineer
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
<b>2) Performance Pay</b>		
Monthly Performance Pay	4,200	50,400
Performance Bonus*	3,200	38,400
<b>3) City Allowance</b>	400	4,800
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
<b>TOTAL GROSS</b>	51,844	7,00,022
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
<b>GROSS BOUQUET OF BENEFITS</b>	26,522	3,18,264



**Annexure 2**

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Confidentiality and IP Terms and Conditions**

**Confidentiality and IP Terms and Conditions - Annexure 3:**

**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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, 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 Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Computer Branch  
2021 Batch



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207408416/Pune**  
**Date: 10/01/2021**

Mr. Ankit Arbind Sinha  
Flat 804 Shubh Aagusta, Kharadi, Near Eon It Park, Pune  
Flat 804 Shubh Aagusta Near Eon It Park, Kharadi,  
Near Eon It Park,  
Pune-411014,  
Maharashtra.  
Tel# -

Dear Ankit Arbind Sinha,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

**TCS Confidential**  
**TCSL/DT20207408416**

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**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Niyati 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, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of INR **15,000/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. 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 INR **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.



#### **4. Personal Allowance**

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **PERFORMANCE PAY**

##### **Monthly Performance Pay**

You will receive a monthly performance pay of INR **4,200/-**. 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.

##### **Performance Bonus**

Your Performance Bonus will be INR **3,200/-** 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.

Performance Bonus 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 Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

#### **CITY ALLOWANCE**

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

#### **RETENTION INCENTIVE**

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

#### **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.



## OTHER BENEFITS

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **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.

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati 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, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a

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comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

### **3. Probation Period**

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

### **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 to 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 probation 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 offer as an employee with TCS you are required to



maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. 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.

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. 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.

#### **11. 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.

#### **12. 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

#### **13. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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.

#### 14. 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.

#### 15. 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.

#### 16. 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.

#### 17. 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 probation/service without notice.

#### 18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

#### 19. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.



## 20. 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.

## 21. 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.

## 22. 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.

## 23. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Ankit Arbind Sinha</b>
<b>Designation</b>	<b>Systems Engineer</b>
<b>Institute Name</b>	<b>Mit Academy Of Engineering</b>

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
<b>2) Performance Pay</b>		
Monthly Performance Pay	4,200	50,400
Performance Bonus*	3,200	38,400
<b>3) City Allowance</b>	400	4,800
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
<b>TOTAL GROSS</b>	<b>51,844</b>	<b>7,00,022</b>
Xplore/ Learning Incentive****		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
<b>GROSS BOUQUET OF BENEFITS</b>	<b>26,522</b>	<b>3,18,264</b>



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Computer Branch

2021 Batch

## Contact

[www.linkedin.com/in/ankush-patil-82b4101a0](https://www.linkedin.com/in/ankush-patil-82b4101a0) (LinkedIn)

## Top Skills

DevOps

Amazon Web Services (AWS)

Ansible

# Ankush Patil

AWS || Devops|| Docker || Kubernetes || Linux || Git  
Pune

## Summary

Experienced Assistant System Engineer with a demonstrated history of working in the information technology and services industry. Skilled in Devops,Cloud Security.Strong information technology professional with a Bachelor's degree focused in Computer Engineering from MIT Academy of Engineering, Alandi, Pune.

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## Experience

Tata Consultancy Services  
Assistant System Engineer  
June 2021 - Present (1 year)  
India

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## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor's degree, Computer Engineering · (2017 - 2021)

## Contact

[www.linkedin.com/in/priya-joshi-696b281a1](https://www.linkedin.com/in/priya-joshi-696b281a1) (LinkedIn)

## Top Skills

Core Java

Spring Framework

Hibernate

# Priya Joshi

Programmer Analyst Trainee at Cognizant | SIH 2020 Finalist  
Pune

## Experience

Cognizant

1 year 5 months

Programmer Analyst Trainee

September 2021 - Present (9 months)

India

Software Engineer Intern

January 2021 - September 2021 (9 months)

India

Gorai Technology Solutions

Software Engineer Intern

June 2020 - September 2020 (4 months)

Paris, Ile-de-France, France

CDAC, Noida

Research Intern

June 2020 - August 2020 (3 months)

Pune, Maharashtra, India

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Computer Science · (2017 - 2021)



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207260149/Pune**  
**Date: 10/01/2021**

Ms. Ankita Arvind Sakhare  
6/81 ,Manglwar Peth Ichalkaranji6/81,Manglwar Peth,  
Near Majid Road,  
Ichalkaranji-416115,  
Maharashtra.  
Tel# 91-8788454429

Dear Ankita Arvind Sakhare,

**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 **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20207260149**

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

"Atal Tera Ground Floor S.No. 64A" - 1/6, CTS - 1025, Sector 7, IT, Knowledge Park - II, Gurgaon - Haryana - India

Tel: 91 2006698 2222 Fax: 91 20 4270 4100 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Normal Building 9th Floor, Naraina, New Delhi - 110028, India

IT: 91 2006698 2222 Fax: 91 20 4270 4100 E-Mail: [hr@tcs.com](mailto:hr@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## RETIRALS

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### 14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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.



#### 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**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.

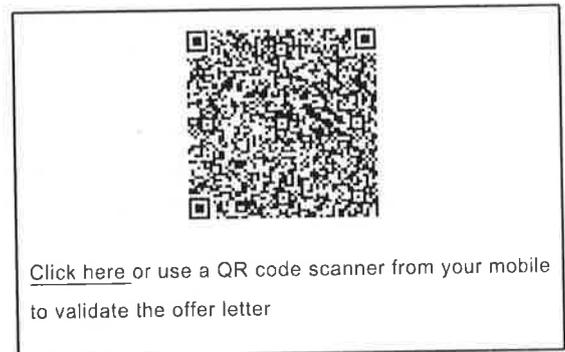
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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 TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name **Ankita Arvind Sakhare**  
 Designation **Assistant System Engineer-Trainee**  
 Institute Name **Mit Academy Of Engineering**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Confidentiality and IP Terms and Conditions**

**Confidentiality and IP Terms and Conditions - Annexure 3:**

**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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Computer Branch  
2021 Batch

## Fwd: Infogain : Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:23 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Wed, Mar 3, 2021 at 10:51 AM  
Subject: Infogain : Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Infogain has selected the following 2021 batch students of MITAOE, for the campus recruitment process:

1. Shreyansh Dange, B Tech - Computer
2. Chandrakant Sham Koli, B Tech - I.T.

Remuneration offered by the company is Rs. 3.50 Lacs per annum CTC.

Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Neelima Trehan** <Neelima.Trehan@infogain.com>  
Date: Tue, Mar 2, 2021 at 4:07 PM  
Subject: Candidates Selected by Infogain - Please ignore previous mail  
To: centralplacements@mitwpu.edu.in <centralplacements@mitwpu.edu.in>

Dear Team,

Job Location: Pune

I am happy to share 4 candidates have been selected by us to Offer. Attached is the complete list for your reference.

We will be sending their Offer Letters shortly. Please ensure that all of them fill given link for us to roll out Offer  
[https://forms.office.com/Pages/ResponsePage.aspx?id=x1J\\_P7IHsUygekliVgleby47oYKQRjFBIBAH\\_-8ToS1UMFdGQTJRMVhERjZIV1INQjQ2TUtJTUIZSi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=x1J_P7IHsUygekliVgleby47oYKQRjFBIBAH_-8ToS1UMFdGQTJRMVhERjZIV1INQjQ2TUtJTUIZSi4u)

Also please confirm when can they join at the earliest.

Regards

Wish you Good Health! ●



**Neelima Trehan** | Sr. Manager-Campus Cell

M: (+91) 9958114616 | O: 91-120- 2445144

infogain.com | Engineering Business Outcomes



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 **Dr. Vishwanath Karad MIT World Peace University , Pune.xlsx**  
10K

78

**Fwd: BYJU'S Recruitment Drive Results 2021 - MIT Pune**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:20 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 Date: Thu, Apr 8, 2021 at 1:18 PM  
 Subject: Fwd: BYJU'S Recruitment Drive Results 2021 - MIT Pune  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

BYJU'S - The Learning App has selected one student of MITAOE - Raghavendra Chate, (B.Tech Computer, 2021 batch) from the pool campus recruitment drive.  
 Forwarding herewith the confirmation mail received in this regard, for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: **Mayuresh Cholkar** <mayuresh.cholkar@mituniversity.edu.in>  
 Date: Thu, Apr 8, 2021 at 9:37 AM  
 Subject: BYJU'S Recruitment Drive Results 2021 - MIT Pune  
 To: <centralplacements@mitwpu.edu.in>, <hemant.mali@mitwpu.edu.in>, <jdpatkar@mitaoe.ac.in>, <vitthal.jagtap@mitcorer.edu.in>, MITCOM Placements <placements@mitcom.edu.in>, Dr. Sandip Gaikwad <sandip.gaikwad@mituniversity.edu.in>, Chetan Potdar <chetan.potdar@mituniversity.edu.in>, Pranav More <pranav.more@mituniversity.edu.in>, Vishal Patil <vishal.patil@mituniversity.edu.in>, Sonali Deshpande <sonali.deshpande@mituniversity.edu.in>, Amit PATil <amit.patil@mituniversity.edu.in>, Monika Bhoyar <monika.bhoyar@mituniversity.edu.in>, Reetika Kerketta <reetika.kerketta@mituniversity.edu.in>  
 Cc: Mahesh Chopade <mahesh.chopade@mituniversity.edu.in>, Dr.Virendra Shete <virendra.shete@mituniversity.edu.in>, Rajni Sachdeo <rajni.sachdeo@mituniversity.edu.in>, Rekha Sugandhi <rekha.sugandhi@mituniversity.edu.in>, Renu Vyas <renu.vyas@mituniversity.edu.in>, Shrikant Gunjal <shrikant.gunjal@mituniversity.edu.in>, Hiral Shah <hiral.shah@mituniversity.edu.in>

Dear Team,

Please find below the result for the Virtual campus drive held with **MIT Pune**.**A total of 07 students have been selected at BYJU'S – The Learning App.**

Please note that an individual joining link and intimation will be received by the candidates for their joining location and training with us in the registered mail ids. The details with respect to training location and onboarding will only be discussed towards the end of course completion.

Name	Email	Contact Number	Profile
AdityaKore	adityakore16@	7083597879	BDT
AkashRajput	akashprajput5	9772165574	BDT

DarshitVaidhya	darshitvaidhya	9425388816	BDT
MohitLakhara	lakharamohit5	7798954908	BDT
ParthTanavade	parhtanavade	8796301870	BDT
Raghavendra Chate	rmchate@mita	7.72E+09	BDT
SohamMerchan	soham100mer	9527995665	BDT

**Heartiest Congratulations to all the selected students. We look forward to getting them on-boarded with BYJU's.**

**We would request you, for smooth onboarding of the mentioned candidates, kindly ensure that they are blocked for Byjus.**

Note:- Kindly Informed your Respective Students.

Regards,

Prof. Mayuresh Cholkar

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This message may contain confidential, proprietary or legally privileged information. In case you are not the original intended Recipient of the message, you must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this message and you are requested to delete it and inform the sender. Any views expressed in this message are those of the individual sender unless otherwise stated. Nothing contained in this message shall be construed as an offer or acceptance of any offer by MIT ADT University unless sent with that express intent and with due authority of MIT ADT University has taken enough precautions to prevent the spread of viruses. However the Trust accepts no liability for any damage caused by any virus transmitted by this email.

**Fwd: Agiliad Technologies Pvt. Ltd.: Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:18 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Mon, Apr 12, 2021 at 4:28 PM  
Subject: Agiliad Technologies Pvt. Ltd.: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Agiliad Technologies Pvt. Ltd. has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment drive:

1. Saumya Rashu - B.Tech Computer
2. Shantanu Kukade - B.Tech Computer

Remuneration offered by the company is Rs.4.00 Lacs per annum CTC.  
Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Bhushan Adhe** <bhushan.adhe@agiliad.com>  
Date: Fri, Apr 9, 2021 at 6:21 PM  
Subject: RE: Regarding placement and internships at Agiliad (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear sir,

Below candidates are selected in the interview process. We shall share the offer with them by Monday.

First Name	Middle Name	Last Name
Aditya	NA	Khandelwal

Aditya	NA	Tayde
Saumya	NA	Rashu
Shantanu	Rajesh	Kukade
Sudhin	NA	Pillai

Warm regards,

Bhushan

---

**Disclaimer:** This email message including any attachments is confidential, and may be privileged and proprietary to Agiliad. If you are not the intended recipient, please notify us immediately by replying to this message and destroy all copies of this message including any attachments. You are NOT authorized to read, print, retain, copy, disseminate, distribute, or use this message or any part thereof. Thank you.

---

79 4 80

**Fwd: Agiliad Technologies Pvt. Ltd.: Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Dear sir,

Below candidates are selected in the interview process. We shall share the offer with them by Monday.

First Name	Middle Name	Last Name
Aditya	NA	Khandelwal

(81)



**VOLKSWAGEN**  
IT SERVICES INDIA



Volkswagen IT Services India Pvt. Ltd.,  
Rajiv Gandhi Infotech Park- Pune

Your Reference  
Your Letter from  
Our Reference  
Extension

HR/AL/2021

020 3915 7139

Fax  
E-Mail

vaibhav.kshirsagar@volkswagen.co.in

Date

June 07, 2021

To,  
Mr./Ms. Shweta  
Pune

Volkswagen  
IT Services India Pvt. Ltd.

Embassy Techzone,  
9<sup>th</sup> Floor, 1.3 Congo Building,  
Rajiv Gandhi Infotech Park,  
Hinjewadi - Phase II,  
Pune - 411057,  
Maharashtra, India

**Sub: Appointment Letter**

Phone: +91-20-3915 7000  
www.vvits.in

Dear Shweta,

CIN: U72900PN2015FTC155348

We are pleased to inform you that you are hereby offered employment in Volkswagen IT Services India Pvt. Ltd. (VWITS), herein after referred to as "Company" and required to join on or before **August 02, 2021**. This offer is based on your application for employment, and our subsequent discussions and interview. You will be employed by the Company on grade **10** as **Software Engineer Trainee** in the **VWITS** based out of **Special Economic Zone("SEZ") unit at Pune** on the following terms and conditions:

Offer and Compensation Package: Your total annual remuneration (Cost to Company) will be INR. 500000 (INR Five Lakh). The detailed breakup of your remuneration is enclosed in Annexure 'I'. All other allowances shall be as per statutory provisions and as per Company rules/policies as applicable. Your salary has been fixed so as to include any overtime work if any. Your employment will be governed by the policies, rules and guidelines of the Company as applicable to you from time to time; however your attention is particularly drawn to the following points:

**Probation:** You will be on probation for a period of six months from the date of your joining our company. During this period your performance will be subject to review by the management. In case your performance is not found satisfactory your probation period could be extended by another period not exceeding three months, or your services could be dispensed with at the sole discretion of the management.

During or at the end of the probation period, it is mandatory to give 90 days' notice in case of resignation/termination of the employment from either side. Management reserves the right to accept the resignation before the end of



## VOLKSWAGEN IT SERVICES INDIA



notice period subject to recovery of 90 days gross salary proportionately for the shortfall in the notice period.

**Duties:** You shall perform all tasks and duties as assigned to you by your superiors. You shall also undertake to do all duties and tasks including the work ancillary and incidental to your duties.

**Place of work:** This offer of employment is specific for 'Volkswagen IT Services India Pvt. Ltd.', which is being setup in a Special Economic Zone ("SEZ") Unit at Pune. On acceptance of this Appointment letter, you shall agree to follow the rules and regulations pertaining to the SEZ unit and all legal compliances as applicable, in relation to the SEZ, which shall be duly communicated to you from time to time.

You undertake to devote your time and attention exclusively to the activities and assignments entrusted to you by your superiors pertaining to the SEZ unit. Under no circumstances you shall directly or indirectly engage in any activity or employment which is outside the SEZ unit unrelated to the business of the company. However, you shall be permitted to participate in training programmes for development of your skills and knowledge even though such programmes are conducted outside the SEZ notified area

**Improvements:** You understand the unique nature of the industry and the market conditions in which the Company is operating. Continuous upgradation of the product(s) and the processes, product designs, services provided etc. are being undertaken continuously and you shall participate and co-operate to implement and abide by such changes as incorporated by the Company from time to time.

**Improvements and intellectual property rights:** All employees who, during the period of their employment with the Company shall make any invention, improvement or technical modification ("improvement") relating to the products or the manufacturing process produced or used within the Company, shall immediately send a written report with their proposal to the Company, enclosing all relevant documentation. The Company shall inform the employee within 3 months whether it will accept the improvement he proposed or not. In case the Company should not accept the respective improvement, the employee shall be entitled to offer such improvement to a third person subject to prior approval by the Company in writing. The Company shall obtain the exclusive and unlimited right to make use of all works that may be subject to copyright law and are the result of any activities carried out within the framework of employment by the Company, including but not limited to improvements which are the result of planning, engineering, technical development and the use of computer programs. The conditions under which such rights of utilization are transferred to the Company shall be the subject of agreements.

These provisions shall not be affected by termination of employment at the Company by either of the parties i.e. employer or employee in accordance with terms of employment conditions or statutory right.



**Whole time employment:** You are employed as a full time employee and you shall not undertake any job or employment or enter into any business independently and / or in association with any competitor of the Company and it's business directly or indirectly and / or also not to advise or render consultancy services of any kind and

any manner to the competitor of company during your services with Volkswagen IT Services India Pvt. Ltd., failing which you shall be liable to pay liquidated damages as determined by the Company at its sole discretion and you hereby authorize the Company to deduct the said amount from your legal dues resulting from separation. In case the dues are insufficient you shall be required to make good the balance amount within 30 days of separation or from the date the notice is issued to you by the Company.

**Transfers:** Your services are transferable. As such you may be transferred by short notice to any existing or future department / branch/ office/establishment / works/ etc. of the Company or its collaborators / associates or holding company or subsidiaries of any of these Companies in India or abroad, either existing or newly setup in future, as the case may be.

You shall abide by the rules and regulations of conduct, performance and discipline prevailing at such place of transfer. The Company shall issue such orders based on the exigencies of business and other requirements. Such transfer orders can be issued to the employee in the same grade and position or otherwise as the Company deems fit.

Such transfers cannot be refused by any employee and any such refusal if not accepted by the Company may be treated as resignation by the employee.

**Retirement:** You shall retire on attaining the age of 60 years.

**Discharge:** It is mandatory to give three months' notice after confirmation of employment for resignation/termination of the employment from either side. In case of resignation from the services of the company Management reserves the right to accept the resignation before the end of notice period, subject to:-

- a] Proper clearance in writing being obtained from concerned departments,
- b] The employee obtaining a written confirmation from the Head of the Department [HOD] where he was working stating that all assignments entrusted to the employee have been completed in full to the satisfaction of the concerned HOD,
- c] Proper handover of the assets of the company and tasks/charge of assignments have been given to the HOD and Clearance in the prescribed form is obtained from the HOD in this regard,



d) Payment of proportionate Gross salary for the shortfall in the notice period prior to departure of employment is made to the company by way of a Full and Final Settlement.

The Company will also be entitled to terminate the services of employee by giving three months' notice or Gross salary in lieu thereof, unless it is a case of severe indiscipline on the part of the employee involving offences under the Indian Penal Code, in which case the cessation of employment will be immediate effect without any notice and without any compensation to the employee.

**Confidentiality:** Any information relating to the process, product recipes, technology, design, technical knowhow, administration methods, systems, procedures and other security arrangements of the Company, that you may acquire by being employed in the Company or during the course of your training or work should be treated as strictly confidential and you shall not disclose either by word of mouth or in writing to any outsider, in order to safe guard the interest of the Company.

**Confidentiality of Compensation:** The contents pertaining to the overall earnings including the annual benefits are strictly confidential. Any unauthorised leakage or passing out of the information by you within the organisation or otherwise will be viewed as a serious violation by the Management and it may involve implications up to the immediate termination of your employment.

**Compliance and Integrity:** The Company encourages its employees to follow the highest standards in integrity, compliance and company values. During your employment with the Company, you shall be governed by various Company policies, procedures, rules and regulations, including amendments thereto, which are applicable to all employees. You are required to read and understand the VWITS Code of Conduct and other compliance policies and strictly adhere to their requirements and act in line with the respective legal frameworks as well as with the applicable legal standards for the specific work task of the employee. Anyone found to be in violation of the Code of Conduct or other policies or laws must expect consequences as per the nature of non-compliance.

**Background Verification:** The Company will conduct background checks prior to joining or after your joining date to validate all the credentials provided by you. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents. 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 concern regarding any of the details furnished by you and the Company feels the need to further validate such



## VOLKSWAGEN IT SERVICES INDIA



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 VWITS may as per the need of the business can do more check related to your background after getting promotion or transfer.

**Performance Incentive (P.I):** The performance incentive will be paid annually & it will be subject to the assessment of your performance by your departmental head. The P.I can vary from 50% to 150%. The decision of the departmental head in terms of releasing the incentive will be discretionary and no argument in this regard by the employee shall be entertained by the Management.

**The following may kindly be noted:**

a) The above offer is made on the basis of and subject to the information provided by you in your application and during the interviews. In case at a later date it is seen that the data provided by you is Incorrect and/or misleading, then Company retains the right to withdraw this offer at any time.

b) In all cases the interpretations regarding the service rules shall be as per the Model / certified standing orders prevailing at that time.

We hope this would be a beginning of a long and successful association.

Yours sincerely,

**For Volkswagen IT Services India Pvt. Ltd.**

**Soumi Alphons**  
Head - HR & Administration

**Sidharth Yadav**  
Chairman & MD

I have read and understood the terms of this appointment letter and hereby accept the same and have affixed my signature as a token of my acceptance thereof.

*Shweta Achutrao Ajegaonkar*

(Shweta Ajegaonkar)



**Annexure: I**

<b>Name</b>	: Shweta Ajegaonkar	
<b>Job Title</b>	: Software Engineer Trainee	
<b>Level</b>	: 10	
<b>Component</b>	<b>Annual (INR)</b>	<b>Monthly (INR)</b>
Basic Salary	180000	15000
House Rent Allowance	27000	2250
Medical Reimbursement	15000	1250
Conveyance Allowance	19200	1600
Personal Allowance	159345	13279
Professional Attire Allowance	0	0
Children's Education Allowance	2400	200
<b>Total Monthly Components</b>	<b>402945</b>	<b>33579</b>
Leave Travel Allowance (LTA)*	15000	-
Ex-gratia / Bonus**	15000	-
<b>Total Annual Components</b>	<b>30000</b>	<b>-</b>
Provident Fund (Employer Contribution)	21600	1800
<b>Total CTC w/o PI</b>	<b>454545</b>	<b>-</b>
Performance Incentive (@ 100%)***	45455	-
<b>Total CTC with PI</b>	<b>500000</b>	<b>-</b>

**Retiral Benefits:**

- 1) Provident Fund: Employer's contribution towards Provident Fund will be 12% of Basic as shown in the above structure.
- 2) Gratuity: Gratuity as per Gratuity Act, 1972

**Other Benefits:**

- 1) Group Personal Accident, Group Health Insurance & Group Term Life Insurance as per company policy.
- 2) Subsidized Canteen & Transportation facility as per existing policy.

**Note**

\* Flexible & can be added to monthly Personal allowance. LTA can be maximum up to INR 1.00 Lac per annum.

\*\* Flexible & can be converted into monthly component.

\*\*\* PI is a part of Gross CTC and varies from 50% to 150% in actual, whereas 100% has been considered in CTC.

Nimesh Jain

Amit Khatri

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**Fwd: APISERO\_ Campus selection**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:14 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 Date: Mon, May 3, 2021 at 10:52 AM  
 Subject: APISERO\_ Campus selection  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

APISERO has selected one student of MITAOE - Niraj Ravindra Itnare ( B.Tech computer, 2021 batch) from the second campus recruitment process conducted by the company.

Remuneration offered is in the range of Rs.5.10 to 7.00 Lacs per annum.  
 Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: **Tatsat Upadhyay** <tatsat.upadhyay@apisero.com>  
 Date: Sat, May 1, 2021 at 8:57 PM  
 Subject: Re: Apisero\_resume of shortlisted students  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Dr Mali ,

Based on last week's final round , below student's were selected after the final round the interview :

Gagan Verma	zatch.3301@gmail.com
Niraj Ravindra Itnare	nritnare@mitaoe.ac.in
Mohammed Saad Rafik Kasu	saadleokasu@gmail.com

Other final rounds are still pending , will update as and when their round will take place .

Please share the date of joining & preferred location for the above three for the offer letter purpose .



Tatsat Upadhyay  
Lead , Campus Recruitment  
Apisero

m: 9811316030  
e: [tatsat.upadhyay@apisero.com](mailto:tatsat.upadhyay@apisero.com)  
w: [www.apisero.com](http://www.apisero.com)

June 04, 2021

**Mr. Kaustubh FARFAD,***Subject: LETTER OF OFFER*Dear **Kaustubh,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as "Specialist" with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021 at 0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **June 04, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

You are requested to sign and return a copy of this letter as a token of your acceptance of our offer.

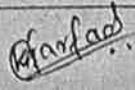
Yours faithfully,

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

I confirm and accept the terms and conditions of your offer letter and shall be joining on JULY 15, 2021.

**Note:** To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	KAUSTUBH NIRANJAN FARFAD
Present Address	158, VINKAR VASAHAT, MANEWADA ROAD, NAGPUR - 440027
Permanent Address	158, VINKAR VASAHAT, MANEWADA ROAD, NAGPUR - 440027
Mobile - 1	(+91) 8600971779
Mobile - 2 (if any)	
Telephone	
Signature	
Date	JUNE 7, 2021.
Place	NAGPUR - 440027.

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Kaustubh FARFAD**

PARTICULARS		
Salary and Allowances	Monthly (INR)	Yearly (INR)
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
Flexible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	Upto 7% (GB-2% + TB-5%) (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

*Note:*

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

-end of page

Computer  
2021

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**Fwd: Cybage Software: Campus Selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:12 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Mon, May 24, 2021 at 9:34 AM  
Subject: Cybage Software: Campus Selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Cybage has selected one student of MITAOE - Adarsh Kumar Prabhat, (B.Tech - Computer, 2021 batch) from the campus recruitment process.

Remuneration offered by the company is Rs.4.20 Lacs per annum CTC.  
Forwarding herewith the formal communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Vinita Chugani** <vinitach@cybage.com>  
Date: Sun, May 23, 2021 at 12:18 PM  
Subject: RE: MITWPU : List of students applied for CYbage\_2021 Batch  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Please find below the list of students selected during the interview process at Cybage:

Sr. No	Candidate Name
1	Adarsh Kumar Prabhat
2	Sakshi KalungePatil

3	Sanjeet Jha
4	Madhur Maheshwari
5	Shreyas Bedekar
6	Divyanjana Nikam

We will be soon be sharing their offer letters with them.

We look forward to their joining.

**Thanks & Regards,**

**Vinita Chugani** | Sr. Lead – Talent Acquisition

P: 91-20-66041700 – 7296



*Working from Home*

"Legal Disclaimer: This electronic message and all contents contain information from Cybage Software Private Limited which may be privileged, confidential, or otherwise protected from disclosure. The information is intended to be for the addressee(s) only. If you are not an addressee, any disclosure, copy, distribution, or use of the contents of this message is strictly prohibited. If you have received this electronic message in error please notify the sender by reply e-mail to and destroy the original message and all copies. Cybage has taken every reasonable precaution to minimize the risk of malicious content in the mail, but is not liable for any damage you may sustain as a result of any malicious content in this e-mail. You should carry out your own malicious content checks before opening the e-mail or attachment."

I confirm and accept the terms and conditions of your offer letter and shall be joining on  
15-07-2021

**Note:** To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	POONAM DHANRAJ DHALE
Present Address	SHIWAJI CHOUK DIGRAS, TA-DIGRAS DIST: YAVATMAL, MAHARASHTRA 445203
Permanent Address	SHIWAJI CHOUK DIGRAS, TA-DIGRAS DIST: YAVATMAL, MAHARASHTRA 445203
Mobile - 1	07721967587
Mobile - 2 (if any)	N.A.
Telephone	N.A.
Signature	<u>P. Dhale</u>
Date	07-06-2021
Place	DIGRAS, YAVATMAL

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June 04, 2021

Mr. Ishan BHARDWAJ,

*Subject: LETTER OF OFFER*

Dear Ishan,

Apropos to the discussions held with you, we are pleased to offer you employment designated as "Specialist" with Michelin India Pvt Ltd, on mutually agreed terms and conditions. Your annual Cost To Company will be INR 820000/-. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021 at 0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **June 04, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

I confirm and accept the terms and conditions of your offer letter and shall be joining on 15<sup>th</sup> July 2021.

**Note:** To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	ISHAN BHARDWAJ
Present Address	N8/236 R-16 HANUMAN NAGAR SUNDERPUR VARANASI UTTAR PRADESH, 221005
Permanent Address	N8/236 R-16 HANUMAN NAGAR SUNDERPUR VARANASI UTTAR PRADESH, 221005
Mobile - 1	8318185110
Mobile - 2 (if any)	8808052330
Telephone	NA
Signature	<i>Ishan Bhardwaj</i>
Date	17 June 2021
Place	Varanasi

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Ishan BHARDWAJ**

PARTICULARS		Monthly (INR)	Yearly (INR)
<b>Salary and Allowances</b>			
Basic Salary		27333	328000
Flexible Allowances		37720	452640
Employers' contribution to Provident Fund		3280	39360
<b>Total CTC</b>		<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>		
<b>Flexible Allowances - Overview*</b>			
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)		
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum		
Telephone Expense Reimbursement	0 - 36,000 per annum		
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum		
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 annual basic salary		
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis		

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for Michelin India Pvt Ltd

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	Upto 7% (GB-2% + TB-5%) (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost		
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

-end of page

computer  
2021

**L&T Infotech: Campus selections**

2 messages

**Roy Mathew** <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Tue, Jun 1, 2021 at 11:43 AM

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:10 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Tue, Jun 1, 2021 at 11:23 AM  
Subject: L&T Infotech: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Forwarding herewith the formal confirmation mail received from company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Niranjan Kale** <Niranjan.Kale@Intinfotech.com>  
Date: Mon, May 31, 2021 at 11:30 PM  
Subject: ICC 2021 - Final selects list MIT, Pune  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings from LTI!!!

Trust you are safe & doing good!

With your tremendous support, we have successfully completed the Infinity Coding Challenge (ICC-2021) for all participants of Year-2021 batch.

We are glad to inform that the attached list of candidate/s from your Institute have cleared the Coding challenge and grabbed an 'Offer of employment' with LTI at the mentioned salary package.

The offer letter release is in progress and will be completed by the 1<sup>st</sup> week of June 2021.

Kindly note that the selection of the candidate is made on the basis of him/her meeting the following conditions (repeating these again to avoid any ambiguity):

1. Meeting the eligibility criteria attached with the e-mail
2. Selected candidate must be ready to sign a 2 year service level agreement with us.
3. Selected candidate must be open for relocation as per business requirements post the pandemic situation normalizes (their job location could be any of our development centers across India).
4. Candidate found medically fit (details on this would be shared in the joining e-mail).

We expect close to 100% Joining ratio from students offered by the Company. This is very crucial in order to continue this rapport with your Institute.

We also urge you to encourage the selected students to keep on adding to their technical & communication skills before they join LTI.

Thanking you for your continuous co-operation and looking forward for the same.

Take care! Stay safe!

Thanks & Regards,  
**Niranjan Kale**

HR Executive  
Campus Recruitment team



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The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking

action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system. LTI will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in this e-mail"

---

**2 attachments**

 **ICC 2021 – Final Selects MIT Pune.xlsx**  
12K

 **Eligibility Criteria\_ICC 2021.pdf**  
105K

(88)

**MIT** Academy of  
Engineering

Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

**L&T Infotech: Campus selections**

2 messages

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Tue, Jun 1, 2021 at 11:43 AM

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1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:10 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, Jun 1, 2021 at 11:23 AM  
Subject: L&T Infotech: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Forwarding herewith the formal confirmation mail received from company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Niranjana Kale <Niranjana.Kale@Intinfotech.com>  
Date: Mon, May 31, 2021 at 11:30 PM  
Subject: ICC 2021 - Final selects list MIT, Pune  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



**KANINI**

*Excellence Redefined*

**27-May-21**

**Provisional Letter of Employment**

Dear **Shantanu Pradip Jumde**,

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Consequent to your application and the subsequent discussions you had with us, we are pleased to offer you a Provisional appointment for the position of **Trainee Associate**. A detailed offer letter describing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of pre-employment activities.

Your annual cost to the company would be **INR 4,00,000**. A breakup of this would be provided along with your offer letter.

This offer is contingent upon the successful completion of a background check, verification of education, acceptance and signing of the employment agreement. Prior to your first day of employment, you will need to complete the "onboarding process" in a working day. We will keep you informed about your date of joining through email upon completion of pre-employment activities.

We would appreciate your confirmed acceptance of this offer by sharing the signed and scanned copy with us.

Looking forward to your joining with our "Winning Team".

With best wishes,

Yours sincerely,

For **KANINI Software Solutions**,



**Indu Mohan**  
**Assistant Manager – HR**

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**Fwd: FInal selection Tripstack**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 2:56 PM

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

From: **Rupali Chauhan** <rupali.chauhan@tripstack.com>  
Date: Thu, Jun 3, 2021 at 2:58 PM  
Subject: Re: FInal selection  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

One more addition to the list, interviewed today. We will be releasing offer soon.

Saurabh

Gawade

On Thu, Jun 3, 2021 at 1:07 PM Rupali Chauhan <rupali.chauhan@tripstack.com> wrote:  
Yes it is Shubham Sable

On Thu, Jun 3, 2021 at 12:47 PM MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in> wrote:

Dear Ms. Rupali,

Thank you for your email regarding the selection.

In this regard, we wish to inform you that the selected student name in our database is **Shubham Sable** instead of **Shubham Savle**. Please let us know the exact name of a selected student to update our records.

Awaiting your response

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services

Centre for Industry-Academia Partnerships

MIT World Peace University  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: hemant.mali@mitwpu.edu.in, engg.placements@mitwpu.edu.in

Website: <https://mitwpu.edu.in/>

Landline: (D) 020-25703698 / - 3133

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

From: **Rupali Chauhan** <rupali.chauhan@tripstack.com>  
Date: Thu, Jun 3, 2021 at 12:12 PM

Subject: FInal selection

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hello Hemant ji,

We would like to extend our offer to Shubham Sayle

Please let him know.

Regards,  
Team HR

  
**Rupali Chauhan**

Sr. HR Executive

m: +91 976 401 8771

a:

ALP Consulting Ltd, Regus Ruby  
Business Centre Pvt. Ltd, Tower 1, Unit  
no 801, 8th floor, World trade center,  
Kharadi, Pune, Maharashtra 411014

  
**Rupali Chauhan**

Sr. HR Executive

m: +91 976 401 8771

a:

ALP Consulting Ltd, Regus Ruby  
Business Centre Pvt. Ltd, Tower 1, Unit  
no 801, 8th floor, World trade center,  
Kharadi, Pune, Maharashtra 411014

Computer Branch  
2021 Batch



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## Offer Letter

12<sup>th</sup> June 2021

To,  
Mr. Shreeram Hankare  
Hankare lane, Near Rohidas temple,  
Kothali, Kolhapur,  
Maharashtra - 416101

Dear Mr. Shreeram Hankare,

This is with reference to Aptitude Test & Group Discussion followed by personal discussion; we are pleased to offer you a position of **"Trainee Software Developer"** at Winspire Solutions Pvt. Ltd.

You are requested to join on **15<sup>th</sup> June 2021**, failing which this offer letter shall lapse automatically.

Your offer is subject to the terms and conditions as follows:

1. Your total annual CTC shall be Rs. 3,00,000 (Rupees Three Lakhs only)
2. You will be initially posted at company's Pune office. However, you may have to undertake travel or may be transferred to any other work site, office, branches in or out of India depending upon exigencies of work.
3. During your training period, company will be investing time, money and efforts in providing you training for the relevant skills required for your job. Hence at the time of joining you are required to provide a bank guarantee of three years with amount of Rs. 2,00,000/- (Rupees Two Lakhs only) in favor of Winspire Solutions Pvt. Ltd. drawn on HDFC Bank, Sahakar Nagar, Pune. In case of your discontinuation of services by voluntary resignation / breach of employment rules as mentioned in the bank guarantee before completing three years from the date of joining, Winspire will encash the said bank guarantee.
4. On Completion of three years from the date of joining, company will release the bank guarantee. (Please refer to Annexure – A for process of BG.)
5. You are required to submit your recent passing marksheet at the time of joining & degree passing marksheet / certificate within 6 months from the date of joining.



The detailed appointment letter will be issued to you on after completion of joining formalities. At any stage if any information provided by you proves to be false/ incorrect, the offer can be terminated.

We would also request you to bring the following documents on the date of your joining.

- One passport size photograph
- Copies of your academic marksheet & certificates with self-attested (SSC onwards)
- Proof of date of birth
- Photo Identity (Voting Card, Driving License)
- Copy of PAN Card
- Copy of Aadhar Card
- Copy of Passport
- Address Proof- present and permanent address
- Medical Certificate
- Copies of relevant letters from previous employer. (If applicable)
- Copy of last 3 months salary slips from previous employer. (If applicable)

Please sign and return the enclosed duplicate copy of this letter as your acceptance of the Offer.

For Winspire Solutions Pvt. Ltd.

Digitally signed  
by Narendra  
Kulkarni  
Date: 2021.06.12  
19:58:47 +05'30'

**Narendra Kulkarni**  
**(Director – Operations)**

---

**Mr. Shreeram Hankare**

---



## Annexure A

### Bank Guarantee (BG)

#### BG process:

- Open a salary account in HDFC bank, Baner, Pune Branch.
- Open a fixed deposit account & make a fixed deposit of Rs. 2,00,000.00 (Rs. Two Lakhs only) in your own name for a period of three years in the above bank.
- Once the FD is ready, bank person will provide BG Format along with the request letter.
- Once you get the format of BG, you need to print BG Format on Stamp Paper of Rs.500.00 & Rs.300.00 (Total Rs.800.00)
- After all the bank formalities are completed, the bank will give you the BG document which you need to submit to Winspire Solutions Pvt Ltd.
- In case, you resign from the services or your services are terminated due to Non-performance or misconduct or breach of employment rules before the stipulated period of three years, BG will be encashed by Winspire.
- Once three years period is over, Winspire will issue a letter to the bank releasing bank guarantee.
- Once the bank guarantee is released by Winspire after completion of three years, you will be able to liquidate your FD along with the interest accrued thereon.
- BG Processing Charges of the Bank (payable to HDFC bank):
  - Documentation Charges – 1500/- (One-time charges)
  - Commission Charges– 1.8% per annum of BG AmountThe BG processing charges are subject to change as per the Bank rules.

For Winspire Solutions Pvt. Ltd.

Digitally signed  
by Narendra  
Kulkarni  
Date: 2021.06.12  
19:59:00 +05'30'

**Narendra Kulkarni**  
(Director – Operations)

---

**Mr. Shreeram Hankare**

---

## Annexure B

### Proposed Compensation

Name	Shreeram Hankare	
Designation	Trainee Software Developer	
Date of Joining	15 <sup>th</sup> June 2021	
Proposed CTC	300,000	
Particulars	Annual (Rs.)	Per Month (Rs.)
Basic salary	98796	8233
House Rent Allowance	98796	8233
Statutory Bonus	49380	4115
<b>Gross Salary</b>	<b>246972</b>	<b>20581</b>
Employer's EPF Contribution	11856	988
Employer's ESIC Contribution	6420	535
Gratuity	4752	396
Performance Pay	30000	2500
<b>Total CTC</b>	<b>300000</b>	<b>25000</b>

- Statutory Deductions as applicable

For Winspire Solutions Pvt. Ltd.

Digitally  
signed by  
Narendra  
Kulkarni  
Date:  
2021.06.12  
19:59:16  
+05'30'

**Narendra Kulkarni**  
(Director – Operations)

\_\_\_\_\_  
**Mr. Shreeram Hankare**  
\_\_\_\_\_

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July 02, 2021

**Ms. Bhumika MAKKAR,**

***SUBJECT: LETTER OF OFFER***

Dear **Bhumika,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as "**Specialist**" with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021 at 0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **July 02, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

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	

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Bhumika MAKKAR**

PARTICULARS		
Salary and Allowances	Monthly (INR)	Yearly (INR)
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
Flexible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	<b>Upto 7% (GB-2% + TB-5%)</b> (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Free Tyres	Free Michelin tyres	Once in two years	
Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year	

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

2021 Batch  
Computer-Branch

-end of page

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July 02, 2021

**Ms. Sneha Shivputra PATIL,**

**SUBJECT: LETTER OF OFFER**

Dear **Sneha Shivputra,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as **"Specialist"** with **Michelin India Pvt.Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021 at 0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **July 02, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

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	

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Sneha Shivputra PATIL**

PARTICULARS		
Salary and Allowances	Monthly (INR)	Yearly (INR)
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
Flexible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	<b>Upto 7% (GB-2% + TB-5%)</b> (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

2021 Batch  
Computer - Branch

-end of page

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July 02, 2021

**Ms. Shivani Sunil MANE,**

***SUBJECT: LETTER OF OFFER***

Dear **Shivani Sunil,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as **"Specialist"** with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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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.

Please note that this Offer Letter dated **July 02, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

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	

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Shivani Sunil MANE**

PARTICULARS		
Salary and Allowances	Monthly (INR)	Yearly (INR)
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
Flexible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	Upto 7% (GB-2% + TB-5%) (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

2021 Part C  
Computer - Bonus

-end of page



ZS Associates India Pvt. Ltd.  
World Trade Center,  
Lower 3 Kharadi,  
Pune - 411014  
Maharashtra, India  
T +91 20 6739 5000  
F +91 20 6739 5001  
www.zs.com

## CONFIDENTIAL

09 July 2021

Prajyot Chinchane,  
MIT, Pune

Dear Prajyot:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Business Technology Solutions Associate in our Business Technology group, to be based in our Pune office with a start date of 19 July 2021. We hope that you give this opportunity with ZS serious consideration.

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

**Salary:** Your annual gross salary will be INR 7,50,000, inclusive of basic and fixed allowances; all associates are paid on the last working day of every month. ZS reviews salaries each June, which is effective 1<sup>st</sup> July, provided you were employed at ZS by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months. For salary details, please refer to Appendix 1.

**Starting Bonus:** When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 1,00,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

**Performance Bonus:** ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned and could be prorated if your employment tenure is less than 12 months. Your performance and the company's results will determine your performance bonus compensation.

**Emerging Leader Reward Program (ELRP):** The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression towards becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive of total INR 9 lacs, which begins after 12 months' tenure and is paid at every one-year milestone till 48 months of your tenure with ZS India. Should your employment with ZS terminate (other than a dismissal by ZS without cause), and you choose to leave within six months of your pay-out month, you will be expected to return the last pay-out of ELRP in its entirety.

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



**Provident Fund:** When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

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

**Annual Leave, Holidays and Sick Time:** We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

**Insurance:** We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents may also be added. Additionally, ZS provides some preventive healthcare coverage (Health Check-Up, OPD (Outpatient Department) coverage, mental well-being and care, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

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

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

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

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

- You have to arrange train/air tickets from your college/home location to your ZS office location and share the tickets with Sachin Verma (Sachin.Verma@zs.com) which will enable him to book your accommodation if required.



- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 60,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

If you are relocating within Pune, ZS will provide you with relocation assistance if you wish to relocate from Zone 3 localities to Zone 1 or Zone 2. For more details, please contact Seema.Barage (seema.barage@zs.com).

**Notice Period:** ZS expects that experienced hires serve out their notice period with their current employer; however, ZS may opt to buy-out your notice period. If you do not start employment with ZS or then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to repay to ZS any buyout amount in its entirety.

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

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

**Start Date and Formalities:** We propose a start date of 19 July 2021, contingent on your current employment arrangement. Please ensure that you report for work on the date indicated.

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

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

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



Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until July 14 2021.

The elements of this offer are personal and specific to you and, accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

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

Sincerely,

A handwritten signature in black ink that reads "Tarun".

Tarun Pandey  
Office Managing Principal

DocuSigned by:  
A handwritten signature in black ink that reads "Prayot Chinchane".  
Signature: B7875920516940E

Name as it appears on PAN card or passport: PRAJYOT KAKASAHEB CHINCHANE

Date Signed: 13-Jul-2021 | 10:35 AM PDT



## APPENDIX 1

### Salary Break up Details

ZS Associates India Pvt. Ltd.	
	Annual INR
<b>ZS Gross</b>	<b>7,50,000</b>
Basic	3,00,000
HRA	1,20,000
LTA	25,000
Special Allowance	3,05,000
<b>Performance Bonus</b>	<b>75,000</b>
<i>Maximum 10% of ZS gross salary; pay-out at the end of calendar year, depending on individual performance</i>	
<b>Cash Benefit</b>	<b>18,000</b>
<i>Broadband Allowance (ZS will provide a broadband allowance of INR 1,500 per month, through payroll)</i>	
<b>Retirals</b>	<b>14,000</b>
<i>Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)</i>	
<b>Provident Fund</b>	<b>21,600</b>
<i>Employer's contribution to Provident Fund</i>	
<b>One time Starting Bonus</b>	<b>100,000</b>
<b>*ELRP Payout in 1st year (details of the program are mentioned in the table below)</b>	<b>150,000</b>
<b>First Year Earning Potential</b>	<b>1,114,600</b>

### Emerging Leaders Reward Program (ELRP) – Pay-out schedule

Pay-out months	Tenure in Months (from date of joining ZS India)				Total = 9,00,000
	On completion of 12 months	On completion of 24 months	On completion of 36 months	On completion of 48 months	
	INR 1,50,000	INR 1,50,000	INR 2,50,000	INR 3,50,000	

ELRP pay-out only occurs if an individual is actively employed at the time of pay-out (end of calendar month).



## Benefit Details

### Convenience Benefits:

- **Local Transportation:** A shared pickup/drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest-free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

### Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 4,00,000 for Associates, Associate Consultants, Consultants and Managers and INR 5,00,000 for Associate Principals and Principals. Employee can nominate up to five immediate dependent family members.
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 10,00,000
- **OutPatient Department (OPD) expense coverage:** INR 5000 annually
- **Annual Health Check Reimbursement** for self and spouse: INR 5000 in total annually
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on pro-rata basis
- **Day care reimbursement** (for women ZSers): INR 7000 monthly, for children aged 0-12months and INR 4000 monthly, for children aged 13months to 4 years
- **COVID Resources:** Reimbursement for home medical care expenses, vaccination reimbursement and COVID leave for up to 10 weeks

### One-time Relocation Bonus *(Applicable if you are relocating inter-city to join ZS Associates)*

- ZS will provide a onetime relocation allowance of INR 60,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.
- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.



## APPENDIX 2

### Local Transport Service

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

<b>Local Transport Service</b>	
<p>We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.</p>	
<b>Zone 1: Ideal</b>	Viman Nagar, Kharadi, Lulla Nagar, Wanowrie, Fatima Nagar, BT Kawade Rd., Sopan Baug, WadgaonSheri, Brahma (Majestic, Avenue, Exuberance, Estate Angan), NIBM Road, Salunke Vihar, Shastri Nagar, Kalyani Nagar, Hadapsar, Sansary Park, Camp, Koregaon Park and Mundwa
<b>Zone 2: Acceptable</b>	S B Road, Gokhale Nagar, Erandawane, Deccan Gymkhana, Shivaji Nagar, Katraj, Bharti Vidyapeth, Dhankawadi, Bibwewadi, Karve Nagar, Kothrud, Paud Road, Karve Road, Paud Phata, Prabhat Road, Vishrantwadi, Handewadi, Sahakar Nagar, Mukund Nagar, Shaniwar Peth, Mandai and Shukrawar Peth
<b>Zone 3: No Service</b>	Bhosari, Dhanori, Pimple Saudagar, Pimple Gurav, Old Sanghvi, Sas Road, Pashan Road, Bavdhan, Warje, Dhayari, Narhe, Sinhagad Rd., Phursungi, Nigdi, Akurdi, Chinchwad, Pimpri, Thergaon, Wakad, Balewadi, Baner and Aundh

For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

Computer Branch  
2024 Batch

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July 02, 2021

**Ms. Vrushali Dhananjay CHAVAN,**

**SUBJECT: LETTER OF OFFER**

Dear **Vrushali Dhananjay,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as "**Specialist**" with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021** at **0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **July 02, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**

**Head Site - SP (Pune & Gurgaon)**

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	

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Vrushali Dhananjay CHAVAN**

<b>PARTICULARS</b>		
<b>Salary and Allowances</b>	<b>Monthly (INR)</b>	<b>Yearly (INR)</b>
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
<b>Flexible Allowances - Overview*</b>		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	<b>Upto 7% (GB-2% + TB-5%)</b> (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

2021 Batch  
Computer - Branch

-end of page

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July 02, 2021

**Ms. Arati Daryappa JAMDADE,**

**SUBJECT: LETTER OF OFFER**

Dear **Arati Daryappa,**

Apropos to the discussions held with you, we are pleased to offer you employment designated as **"Specialist"** with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021 at 0900 hrs** at the above-mentioned address.

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.

Please note that this Offer Letter dated **July 02, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

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	

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Arati Daryappa JAMDADE**

<b>PARTICULARS</b>		
<b>Salary and Allowances</b>	<b>Monthly (INR)</b>	<b>Yearly (INR)</b>
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (in words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
<b>Flexible Allowances - Overview*</b>		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	<b>Upto 7% (GB-2% + TB-5%)</b> (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Free Tyres	Free Michelin tyres	Once in two years	
Company Tyres	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

2021 Batch  
Computer Branch

-end of page

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Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

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## Fwd: Applied AI Consulting: Campus Selections

1 message

Wed, Mar 2, 2022 at 3:02 PM

Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
To: Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>  
Cc: "Dr. Shitalkumar Jain" <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>

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

From: Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
Date: Mon, Jun 28, 2021 at 11:44 AM  
Subject: Applied AI Consulting: Campus Selections  
To: R Mathew <[dir.tnp@mitaoe.ac.in](mailto:dir.tnp@mitaoe.ac.in)>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <[dastoorkarpp@mitaoe.ac.in](mailto:dastoorkarpp@mitaoe.ac.in)>, Dr. Shitalkumar Jain <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>, Mahesh Goudar <[Director@mitaoe.ac.in](mailto:Director@mitaoe.ac.in)>

Dear Sir,

Applied AI Consulting has selected the following 2021 passing out batch students of MITAOE from the virtual campus recruitment process:

1. Ajay Kumar - B.Tech Computer
2. Kranti Burghate - B.Tech Information Technology
3. Priya Jadhavar - B.Tech Information Technology

Remuneration offered by the company is Rs. 4.00 lacs per annum CTC.

Forwarding herewith the formal confirmation received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Rutuja Unde <[rutuja@appliedaiconsulting.com](mailto:rutuja@appliedaiconsulting.com)>  
Date: Sat, Jun 26, 2021 at 2:39 PM  
Subject: Re: Connecting With Applied AI LLP For Recruitment and Internships  
To: MIT-WPU Engineering Placements <[engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)>  
Cc: Dr. Hemant Mali <[hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)>

Hello Hemant,

Please find attached List of Final selected Students(7) for offer process.  
As per our discussion, will share an offer letter to them as per their joining date(ASAP availability).

Thanks for your support and cooperation in this process.

Regards,

Rutuja Unde,  
Manager-HR & Projects,  
Applied AI Consulting.

Dated: 28-June-2021

**OFFER LETTER**

To,  
Mr. Ganesh Pawar,  
MIT Academy of Engineering,  
Alandi (D).

This is with reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Software Developer – (M0)**.

You are requested to join us on or before **August 2, 2021**. Your appointment shall be effective from **August 2, 2021**., in case, if you fail to join the company on your joining date, at the sole discretion of the company, the company might allow you to join at later date at its discretion and that date shall be treated as joining date.

Your Cost to Company basis will be **INR 6,18,582 per annum**. The detailed breakup of the compensation sheet has been shared with you on next page in Annexure B.

You will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation based on your on the job work performance. Unless confirmed in writing, you will be deemed as probationer after the completion of the initial or extended period of probation. During probation the notice period is 30 days and post confirmation it is 60 days.

We request you to submit the following documents on the date of joining.

- i. One passport size photograph
- ii. Self-attested photo copy of ID Proof (Driving License OR Voter ID)
- iii. Self-attested photo copy of Address proof (Electricity Bill OR House Rent Agreement)
- iv. Self-attested photo copy of Pan Card & Aadhar Card
- v. Self-attested photocopies of the original documents of all your Educational Qualifications till date.

Please note that the terms and conditions of your employment are regulated by this Offer Letter read with the formal Appointment Letter which will be issued to you on your joining the Company.

You are requested to return the duplicate copy of the letter, duly signed by you as a token of your acceptance today of receiving this offer letter. We take this opportunity to welcome you to our organization & wish that you should have a long and successful association with us.

**Annexure B****SALARY DETAILS****Name: Mr. Ganesh Pawar****Designation: Software Developer – (M0)****College Name: MIT Academy of Engineering Alandi (D)****Location: Pune**

<b>Yearly Salary Components</b>	<b>Amount (INR)</b>
Basic	2,20,000
House Rent Allowance	88,000
Leave Travel Allowance	18,333
Telephone/Internet Exp. Reimbursement	24,000
Food Coupon	24,000
Uniform Allowance	12,000
Flexible Benefit Package	1,42,067
<b>Yearly Gross</b>	<b>5,28,400</b>
PF Employer Contribution *	21,600
<b>Fixed CTC</b>	<b>5,50,000</b>
Gratuity	10,582
Group Health Insurance Premium	3,000
Variable Pay	55,000
<b>Total CTC***</b>	<b>6,18,582</b>

**Note: -**

1. \*\*\*Variable Performance Allowance/ Incentive: Depending on your & company performance this allowance may decrease or increase & payable as per the variable pay policy. This is just an indicative figure.
2. Gratuity: This is applicable at the time of exit only, if employee has completed 5 continuous years of service with the organization. If employee leaves the organization before completing 5 years, he /she is not eligible for gratuity.
3. Group Medical Insurance: Coverage up to 4 lakhs which include employee, spouse and first two children.
4. You are also entitled to nominate either your parents or in-laws for the Mediclaim facility with a cover of INR 3 lakhs over and above the Group Medical Insurance (#3).



5. Net Salary = Gross - (PF employee contribution+ Professional Tax+ Income tax as applicable)
6. \*PF Employer Contribution: Though shown as a part of CTC is not deducted from your gross salary.
7. \*\*Ex-Gratia: Only for applicable employees as per the Bonus Act.

**For Screen Magic Mobile Media Pvt Ltd.**

Sandip More  
CTO

DocuSigned by:

A handwritten signature in black ink, appearing to read "SM", is written over a circular stamp or watermark.

Acceptance:

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified by me earlier:

Date:

Place:

Signature:

Computer Branch

2021 Batch



CIN# U74200TG2002PTC044767

**NetCracker Technology Solutions  
(India) Private Limited**

3rd Floor, Tower C  
Panchshil Tech Park One  
Sr. No.191A/2A/1/2  
Next To Don Bosco School  
Off Airport Road, Yerwada, Pune - 411 006

www.netcracker.com  
NTSIPL@netcracker.com  
Tel : 91 20 4911 7000  
Fax : 91 20 4911 7002

**FIXED – TERM APPOINTMENT LETTER**

**EMPLOYER:** Netcracker Technology Solutions (India) Private Limited (incorporated under the Companies Act, 1956, having its registered office at Plot No-5&43, HITEC City, Madhapur, Hyderabad 500 081, India and a branch office located at Panchshil Tech Park One, Tower C, Third Floor, Unit No. 02, Sr. No. 191A/2A/1/2, Next to Don Bosco School, Off Airport Road, Yerwada, Pune-411006.

**EMPLOYEE:**

**Name** : Dimple Ganesh Thoke  
**Postal Address** : Jayraj Girls Hostel, Dehu Phata, Alandi, Pune - 412105  
**Permanent Address** : varma nagar, Parbhani, H. O, Maharashtra, 431401

The following main terms and conditions will apply to your employment with Netcracker India. Other terms and conditions applicable to your employment will be set forth in Netcracker India's policies and procedures ("Netcracker's Policies and Procedures") as communicated to you. Netcracker India reserves the right to change Netcracker's Policies and Procedures from time to time at its sole discretion.

**1. Date of Commencement**

Your fixed-term employment with Netcracker India will begin on 12 July, 2021 and shall end as per the provisions of Section 9 ("Term").

**NetCracker Technology Solutions (India) Private Limited**

H.O: Plot No. 5 & 43, HITEC City, Madhapur, Hyderabad - 500 081, Rangareddy, Telangana, India  
Tel: 91 40 6623 5000, Fax: 91 40 6623 5452

## 2. Duties

- 2.1. You will be employed in the position of Trainee. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times.
- 2.2. as per the job responsibilities advised by your manager at the time of joining or as amended from time to time and such other tasks as may be required by Netcracker India.
- 2.3. You will be required to comply with Netcracker India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Netcracker's Policies and Procedures.
- 2.4. Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Netcracker India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Netcracker India or its affiliates.

## 3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and later from time to time as appropriate. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members. Please refer to Netcracker's Policies and Procedures for further details.

## 4. Place of Work

Your initial place of work will be at Netcracker India's facility in Pune, India. However Netcracker India has the right to transfer you from one place to another or from one section to another or to any other unit of Netcracker India. The decision of Netcracker India in this regard shall be final and binding on you.

## **5. Remuneration**

- 5.1. Your gross salary will be **INR 300,000/-** (Three Lakhs Rupees) annualized as per the attached Salary Annexure, payable in arrears in accordance with Netcracker India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 5.2. Netcracker India has the right to deduct from your pay/salary any sums which you may owe Netcracker India, including without limitation, any over-payments or loans made to you by Netcracker India or any demand raised by any judicial or quasi authority for the actions done by you and / or losses suffered by Netcracker India as a result of your negligence or breach of Netcracker's Policies and Procedures or failure to return Netcracker India's property.
- 5.3. You will be reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of Netcracker India, subject to your compliance with the Expenses Policy in Netcracker's Policies and Procedures.

## **6. Provident Fund**

Netcracker India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Netcracker's Policies and Procedures.

## **7. Leave**

- 7.1. Netcracker India will grant you leave as provided in Netcracker's Policies and Procedures.
- 7.2. All leave scheduling and organisation will be arranged to ensure smooth business operation and manager's approval is required prior to your scheduling or changing any leave.

## **8. Exclusivity of Services**

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Netcracker India at all times. You shall not, without the written consent of Netcracker India, be in any way directly or indirectly actively engaged or concerned in any other business or undertaking.

## 9. Termination of Employment

- 9.1. The Term of your employment with Netcracker India shall be 03 months, and the employment will automatically end on 11 October, 2021, unless terminated earlier, as per the provisions of this Section.
- 9.2. This Agreement will be terminable by either party by giving one month's written notice (exclusive of any leaves availed during the period) or payment of one month salary in lieu of such notice period to the other party. Netcracker India holds the right to accept or deny payment in lieu of the said one month notice.
- 9.3. Netcracker India reserves the right to terminate your contract without notice and without payment of severance, "for cause" forthwith in the event you:
- a. have been found guilty of any misconduct or indiscipline after due enquiry by Netcracker India;
  - b. have violated any of the terms of this Appointment Letter or Netcracker's Policies and Procedures;
  - c. have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Netcracker India;
  - d. have suppressed any information or submit false information with the view to obtain employment in Netcracker India.
  - e. are convicted for any offence under any law for the time being in force in any jurisdiction; or
  - f. commit any act detrimental to the interest of Netcracker India.
  - g. abstain from work for seven consecutive days without informing Netcracker India.
  - h. are in breach of Confidentiality, Noncompetition and Invention Assignment Agreement.
- 9.4. At the end of the Term or on the termination of your employment for whatever reason (whichever is earlier) you will return to Netcracker India without delay all assets belonging to Netcracker India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Netcracker India or relating to its business affairs or dealing which are in your possession or under your control. At Netcracker India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Netcracker's Policies and Procedures, which will reaffirm your compliance with your post-termination obligations including return of Netcracker India's property and compliance with the provisions of the Confidentiality, Noncompetition and Invention Assignment Agreement and releasing Netcracker India from all claims, liabilities and obligations.

## **10. New Hire Background Investigation**

- 10.1. It is Netcracker India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, and upon reference checks to be conducted by Netcracker India being successfully completed.
- 10.2. You authorise Netcracker India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions
- 10.3. In case you are hired from campus and results for your examination is still awaited, your continued employment with Netcracker India will be subject to passing the said examination appeared before joining the company and completing the course, failing which Netcracker reserves the right to take action including termination of your employment without notice.

## **11. Foreign Nationals**

Incase you are not an Indian national and, under any law required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment with Netcracker India.

You are also required to ensure all future correspondence and permission for continued stay and employment in the country as per the governing law is complied with at all times. If required, Netcracker shall be at liberty to demand copies / originals of such permission.

It is made clear that you're having valid work permit / authorisation, at all times of your employment, is an inherent requirement of your employment with Netcracker. Any time after the execution of this employment contract, if it is found that you do not have required work permit / visa, Netcracker shall terminate your employment, without notice, with immediate effect, without having any liability towards you.

## **12. Other Particulars**

- 12.1. You confirm that there are no other agreements executed by you with third parties that directly conflict with the terms and conditions of your fixed-term employment or restrict your ability to enter into this fixed-term Appointment Letter.
- 12.2. You will be eligible to participate in and receive employee benefits as may be provided by Netcracker India in Netcracker's Policies and Procedures.

## **13. Notices**

Any notices required to be given by a party to another, shall be sent either by first class post, which shall be deemed to be received seven working days later (unless returned by post) or by facsimile or by email transmission, which shall be deemed to be received the next working day, provided the notice is also sent by post the next working day after transmission.

## **14. Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of or in connection with your employment, shall be governed by and construed in accordance with the laws of India. The Courts of Hyderabad shall have exclusive jurisdiction to try and entertain such disputes.

## **15. Agreement/Modifications**

The terms described in this Appointment Letter, including any annexures, will be the terms of your employment, and this Contract supersedes any previous discussions or offers relating to your employment. Any additions to, deletions of or modifications of these terms are effective only upon signature of an officer of Netcracker India.

You undertake to be bound by any rules and regulations enforced by Netcracker India from time to time in relation to conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

AGREED AND EXECUTED by:

**NETCRACKER TECHNOLOGY SOLUTIONS (INDIA) PRIVATE LIMITED**

Acting by

**By: Srinivas Prabhu Sangam**

**Title: Director, Human Resources**

Signature:



AGREED AND EXECUTED by:

**Name: Dimple Ganesh Thoke**

Signature:

Date:

**SALARY ANNEXURE**

Particulars	Amount Per Month	Amount Per Annum
Basic Salary	INR 22,000	INR 264,000
Housing Allowance	INR 360	INR 4,320
Co. contribution to Provident Fund @ 12% of Basic Salary	INR 2,640	INR 31,680
<b>Total Fixed Pay</b>	<b>INR 25,000</b>	<b>INR 300,000</b>

Other Benefits	
Gratuity	As per law
Medical Insurance	For self and up to 3 family members as defined
Personal Accident Insurance	Self
Vacation	As per the company policy
Sick Leave	As per the company policy

## APPENDIX A

### ADDITIONAL OBLIGATIONS UNDER THE EMPLOYMENT

The following additional material terms and conditions of this employment are incorporated into the Agreement to which this Appendix A is attached. The Company and you hereby agree to be bound by these terms to the same degree and manner as all terms of the Agreement.

#### A1. No Conflict of Interest

- a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of this Agreement, or which would preclude you from fully performing your job responsibilities for the Company.
- b) You represent that your performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in Company prior to your employment by the Company, and you will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others. You further agree to conform to the rules and regulations of the Company.
- c) During your employment with the Company, you agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to the Company's or which in any way otherwise competes with the Company. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's written consent. You agree that you will also adhere to all of the Company's standards and policies in effect from time to time. If you ever have any questions about these standards or policies, you will discuss them openly with your manager or with the Human Resources Department.

#### A2. Confidential Information

- a) Confidential Information includes without limitation: Company's trade secrets, software, technology, know-how, ideas, techniques, inventions (whether patentable or not), works of authorship, formulas, business and product development plans, customer lists, names and information regarding Company's clients and prospective clients, financial information, fee and pricing structures, sales and marketing plans, research and development activities and all other materials and information concerning Company's business and its conduct which the Company treats as confidential and which is not generally known to others.
- b) You agree and acknowledge that you have an absolute duty, both during and after your employment, to maintain and safeguard the Confidential Information of the Company which you are entrusted with or exposed to during your employment with the Company. You agree that the Confidential Information is the property of Company and you will hold it in trust for the Company's benefit. You may be required to sign additional documents which record this commitment on your part.



- c) You agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement.
- d) You agree that during your employment by the Company, you will not remove any Company documents and materials from the business premises of the Company or deliver any Company documents and materials to any person or entity outside the Company, except as you are required to do in connection with performing the duties of your employment.
- e) Upon the termination of your employment (for whatever reason and howsoever arising):-
  - I. Upon termination of employment and thereafter, you will not use Confidential Information, as defined herein, for your benefit or disclose it to any others without the Company's prior written permission.
  - II. You agree to deliver promptly to the Company, at the Company Offices in India, as at the time established, all manuals, tapes, disks, letters, products and product samples, equipment, lists, notes, business records, and all other material which contain or relate to Confidential Information.
  - III. You agree that the Company has the right to withhold payments due to you or take other action permitted under the laws of India to ensure the protection and return to the Company of such property as described in this section.

### **A3. Disclosure of Inventions to the Company**

- a) You will promptly disclose in writing to your immediate manager or to such other person designated by the Company all "Inventions," which includes, without limitation, all software programs or subroutines, source or object code, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-how and data, and business methods whether or not patentable, made or discovered or conceived or reduced to practice or developed by you, either alone or jointly with others, during the term of your employment.
- b) You will also disclose to the Company all Inventions made, discovered, conceived, reduced to practice, or developed by you within six (6) months after the termination of your employment with the Company which resulted, in whole or in part, from your employment by the Company. Such disclosures will be received by the Company in confidence (to the extent such Inventions are not assigned to the Company pursuant to Paragraph A4 below and do not extend the assignment made in Paragraph A4 below).
- c) You irrevocably appoint the Company to be your attorney in your name and on your behalf to sign, execute or do any instrument or thing, and generally to use your name for the purpose of giving the Company or its nominee the full benefit of the provisions of this Paragraph A3.
- d) You hereby waive all your moral rights in respect of any acts of third parties done with the authority of the Company in relation to any Inventions which are the property of the Company by virtue of this Paragraph A3.

- e) All rights under this Paragraph A3 in respect of Inventions made or discovered by you during your employment will continue in full force and effect after the termination of your employment and will be binding on your personal representatives.

#### **A4. Assignment of Inventions to the Company**

You agree that all Inventions which you make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during your employment will be the sole property of the Company to the maximum extent permitted by the laws of India or the laws of the jurisdiction in which the Company may seek to enforce its rights.

#### **A5. Works Made for Hire**

The Company will be the sole owner of all patents, patent rights, copyrights, trade secret rights, trademark rights and all other intellectual property or other rights in connection with Inventions that are the sole property of the Company. You further acknowledge and agree that such Inventions, including, without limitation, any computer programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the Company's rights under copyright laws.

You hereby assign to the Company any and all rights, title and interest you may have or acquire in such Inventions. If in the course of your employment with the Company, you incorporate into a Company product, process or machine a prior Invention owned by you or in which you have interest, the Company is hereby granted and will have an exclusive, royalty-free, irrevocable worldwide license to make, have made, modify, use, market, sell and distribute such prior Invention as part of or in connection with such product, process or machine. The Company will have the power to grant such assignments or sub-licenses of the said worldwide license as it will in its sole discretion deem fit.

#### **A6. Non-competition**

- a) You agree that, for a period of one year following termination of your employment with the Company, you will not, within India or the Pacific Rim, whether as an employee, sole proprietor, partner, shareholder or otherwise, engage in any business which would be competitive with the Company's activities or involve in any way the products, techniques, services or methods employed by the Company or that the Company offers to customers. You further agree that during this period you will not engage in the solicitation of business of the same or similar nature to that of the Company from any individual, firm or company who was a customer of the Company during the last twelve months of your employment, with whom you had direct contact professionally.
- b) You agree and acknowledge that it is reasonable and fair that the Company's business interests in this geographic market are protected through this restriction against competition.

COMPUTER  
2021



c) The Company will treat any request that you may send to the Company, seeking a waiver of this non-competition covenant in a fair manner so as not to create an undue burden on you while adequately protecting the Company's interests.

**A7. Customers**

For purposes of this Agreement, "customer" means any person or organization which within three years preceding the date of the termination of your employment, has received a proposal or bid from the Company, or has received products or services from the Company, with or without charge.

**A8. Non-solicitation of Employees**

You also agree that during your employment with the Company and for one year thereafter you will not contact or provide any assistance to any other person or organization which seeks to contact any of the Company's employees for the purpose of soliciting, inducing or attempting to induce any of the Company's employees to terminate employment with the Company.

The Company and you acknowledge our acceptance and understanding of these additional material terms and conditions of this employment, which are hereby incorporated into the Agreement, by our respective signatures below.

AGREED AND EXECUTED by:

**NETCRACKER TECHNOLOGY SOLUTIONS (INDIA) PRIVATE LIMITED**

Acting by  
**Srinivas Prabhu Sangam**  
Title: Director, Human Resources

Signature:  
Date:

AGREED AND EXECUTED by:  
**Dimple Ganesh Thoke**

Signature:  
Date:

(101)

**MIT** | Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

## Fwd: Netcracker Technology: Campus Selections

1 message

Wed, Mar 2, 2022 at 2:59 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Thu, Jul 8, 2021 at 12:38 PM  
Subject: Netcracker Technology: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Netcracker Technology has selected the following four students of MITAOE from the virtual campus recruitment process.

Sr.No.	First Name	Middle Name	Last Name	Degree	Branch
1	Dimple	Ganeshrao	Thoke	B.Tech	Computer
2	Kajal	Santosh	Wagaskar	B.Tech	Computer
3	Sanket	Kedar	Agrawal	B.Tech	E&TC
4	Anshul	Vimal	Choudhary	B.Tech	Electronics Engineering

Remuneration offered: CTC during internship is Rs. 3 Lacs Per annum, after confirmation- Rs. 5 Lacs per annum

Forwarding herewith the formal confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

From: Asha Shaji  
Sent: Thursday, July 8, 2021 9:35 AM  
To: 'MIT-WPU Engineering Placements' <engg.placements@mitwpu.edu.in>  
Cc: Hemant Mali <hemant.mali@mitwpu.edu.in>; Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>; Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>  
Subject: RE: Netcracker Campus Hiring-2021

Hi Hemant,

As discussed, please find below list of students shortlisted for testing team. We are planning to have them

onboard on Monday(12<sup>th</sup> July, 2021).

CTC during internship is 3LPA, post confirmation- 5LPA with two years of bond. 2L bond breakage amount.

NOTE: We will be providing leaves only on exam dates for candidates as per schedule shared from Placement team on prior notice.

Any internals please do arrange for these respective candidates to weekends.

Candidate name
Avikal Sharma
Yadnesh Ajay Talokar
Jaya Dinani
Kajal Santosh Wagaskar
Hricha Singh
Dimple Thoke
Pratik Appasaheb Kedar
Sumeet Sanjay Chhabdiya
Swarada Chandrashekhar Phadnis
Anshul Choudhary
Sanket Kedar Agrawal

Regards,

Asha Shaji,

Campus Hiring Associate

**Netcracker Technology**

July 07, 2021

Abhishek Kodad,  
Pune

Dear Abhishek,

We are pleased to offer you a position of "Associate Software Engineer" at **Bonzai Consulting Services Private Limited**.

#### Acceptance and Commencement

Your appointment will be effective on **12<sup>th</sup> July 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance as per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance to the offer, you are required to:

- Respond via email to [aarti@bonzai.co](mailto:aarti@bonzai.co) to communicate acceptance of the offer and to confirm your Joining Date. Please note, if you do not send your acceptance to the email ID mentioned above within five (5) days of receipt of the offer, the offer will stand withdrawn.
- Any change to the Joining Date after acceptance of the offer must be communicated on the above-mentioned email ID at least three (3) days prior to the Joining Date.
- Please report to the Company at Office no. 104, Godrej Millennium, Koregaon Park Road, Koregaon Park, Pune, 411 001, Maharashtra, India, on the Joining Date.
- You will be reporting: Functionally "Debjit- Director – Engineering" & Operationally "Sharath- Senior Manager - operations"

Your employment is subject to an initial probationary period, likely to last for a minimum period of (6) months, which can be extended at the sole discretion of the company. Once you have successfully completed your probationary period you shall receive written confirmation that you have joined the company rolls.

Your employment will be contingent upon you executing an Employment Agreement, an Employee Non-Disclosure Agreement and an Intellectual Property Assignment and Transfer Agreement ("Employment Docket") with the Company on the Joining Date.

Further, on the Joining Date, please bring (i) the original and one (1) photocopy of this offer letter duly signed and dated by you, (ii) four (4) self-photographs of passport size (with white background), (iii) originals and one (1) set of photocopies of the following documents:

- Education degree certificate and mark sheets for each academic year of the highest degree attained. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or Aadhaar card.
- PAN Card.

The offer under this letter is conditional upon satisfactory completion of a pre-employment screening process by the Company, which includes, but is not limited to, verification of your

**BONZAI CONSULTING SERVICES PVT LTD.**

application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is

informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

Your compensation package as on the Joining Date will be as stated below:

Total Annual Compensation: **Rs. 3,90,215 /-** (Rupees three Lakh and ninety Thousand Two hundred and fifteen Only).

(The detail breakup of the compensation is enclosed in annexure A)

- The compensation stated above is applicable on a per annum basis (before all customary payroll deductions)
- A part thereof will be payable monthly in accordance with the Company's customary payroll practices.

Please sign this offer letter and return it to us as a confirmation of your acceptance. By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to call us at +91 9860641838 or send us an email at [aarti@bonzai.co](mailto:aarti@bonzai.co). We look forward to your becoming a part of our team.

Sincerely,

For **Bonzai Consulting Services Private Limited.**



**Aarti Dobhada**  
People and Culture Manager

I accept the above-mentioned terms and conditions.

Signature : \_\_\_\_\_

Name (in Capitals) : \_\_\_\_\_

Place & Date : \_\_\_\_\_

**BONZAI CONSULTING SERVICES PVT LTD.**

## Annexure A

Compensation Details  
 Abhishek Kodad  
 Associate Software Developer

Headings	Yearly (INR)	Monthly (INR)
Basic	1,50,000	12,500
House Rent Allowance	60,000	5,000
Children Education Allowance	2,400	200
Special Allowance	69,600	5,800
<b>Total Fixed Gross</b>	<b>2,82,000</b>	<b>23,500</b>
Employer Contribution to PF	18,000	1,500
Shift Allowance*	60,000	5,000
<b>Total Gross</b>	<b>3,60,000</b>	<b>30,000</b>
Gratuity**	7,215	601
Employee Benefits***		
Health Insurance	5,000	
Snacks, Tea/Coffee	18,000	
<b>Total CTC</b>	<b>3,90,215</b>	<b>30,601</b>

\*Shift allowance is applicable as you will be a part of operations team and will be working in Australia Shift (3:30 AM to 12:30 PM IST). Please note that this amount is taxable and already included in your CTC.

\*\*You will be entitled to gratuity in accordance with the rules governing such payment.

\*\*\*Health Insurance premium is minimum INR 5,000/- it increases with the age and health condition of employee

\*\*\*The items listed above are the benefits currently offered by Bonzai. Management reserves its right to amend or withdraw any benefit at a future point of time.

**Total Value of your Compensation:**

**INR 3,90,215/-**

2021 Batch  
Computer - Branch

July 25, 2021

Harsh Raj,  
Pune

Dear Harsh,

We are pleased to offer you a position of "Associate QA Engineer" at **Bonzai Consulting Services Private Limited**.

### Acceptance and Commencement

Your appointment will be effective on **2<sup>nd</sup> Aug 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance as per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance to the offer, you are required to:

- Respond via email to [aarti@bonzai.co](mailto:aarti@bonzai.co) to communicate acceptance of the offer and to confirm your Joining Date. Please note, if you do not send your acceptance to the email ID mentioned above within five (5) days of receipt of the offer, the offer will stand withdrawn.
- Any change to the Joining Date after acceptance of the offer must be communicated on the above-mentioned email ID at least three (3) days prior to the Joining Date.
- Please report to the Company at Office no. 104, Godrej Millennium, Koregaon Park Road, Koregaon Park, Pune, 411 001, Maharashtra, India, on the Joining Date.
- You will be reporting: Functionally "Dakshata – QA Manager" & Operationally "Sharath-Senior Manager - operations"

Your employment is subject to an initial probationary period, likely to last for a minimum period of (6) months, which can be extended at the sole discretion of the company. Once you have successfully completed your probationary period you shall receive written confirmation that you have joined the company rolls.

Your employment will be contingent upon you executing an Employment Agreement, an Employee Non-Disclosure Agreement and an Intellectual Property Assignment and Transfer Agreement ("Employment Docket") with the Company on the Joining Date.

Further, on the Joining Date, please bring (i) the original and one (1) photocopy of this offer letter duly signed and dated by you, (ii) four (4) self-photographs of passport size (with white background), (iii) originals and one (1) set of photocopies of the following documents:

- Education degree certificate and mark sheets for each academic year of the highest degree attained. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or Aadhaar card.
- PAN Card.

The offer under this letter is conditional upon satisfactory completion of a pre-employment screening process by the Company, which includes, but is not limited to, verification of your

**BONZAI CONSULTING SERVICES PVT LTD.**

application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is

informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

Your compensation package as on the Joining Date will be as stated below:

Total Annual Compensation: **Rs. 3,90,215 /-** (Rupees three Lakh and ninety Thousand Two hundred and fifteen Only).

(The detail breakup of the compensation is enclosed in annexure A)

- The compensation stated above is applicable on a per annum basis (before all customary payroll deductions)
- A part thereof will be payable monthly in accordance with the Company's customary payroll practices.

Please sign this offer letter and return it to us as a confirmation of your acceptance. By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to call us at +91 9860641838 or send us an email at [aarti@bonzai.co](mailto:aarti@bonzai.co). We look forward to your becoming a part of our team.

Sincerely,

For Bonzai Consulting Services Private Limited.



**Aarti Dobhada**  
People and Culture Manager

I accept the above-mentioned terms and conditions.

Signature : \_\_\_\_\_

Name (in Capitals) : \_\_\_\_\_

Place & Date : \_\_\_\_\_

**BONZAI CONSULTING SERVICES PVT LTD.**

## Annexure A

Compensation Details  
Harsh Raj  
Associate QA Engineer

Headings	Yearly (INR)	Monthly (INR)
Basic	1,50,000	12,500
House Rent Allowance	60,000	5,000
Children Education Allowance	2,400	200
Special Allowance	69,600	5,800
<b>Total Fixed Gross</b>	<b>2,82,000</b>	<b>23,500</b>
Employer Contribution to PF	18,000	1,500
Shift Allowance*	60,000	5,000
<b>Total Gross</b>	<b>3,60,000</b>	<b>30,000</b>
Gratuity**	7,215	601
Employee Benefits***		
Health Insurance	5,000	
Snacks, Tea/Coffee	18,000	
<b>Total CTC</b>	<b>3,90,215</b>	<b>30,601</b>

\*Shift allowance is applicable as you will be a part of operations team and will be working in Australia Shift (3:30 AM to 12:30 PM IST). Please note that this amount is taxable and already included in your CTC.

\*\*You will be entitled to gratuity in accordance with the rules governing such payment.

\*\*\*Health Insurance premium is minimum INR 5,000/- it increases with the age and health condition of employee

\*\*\*The items listed above are the benefits currently offered by Bonzai. Management reserves its right to amend or withdraw any benefit at a future point of time.

Total Value of your Compensation:

INR 3,90,215/-

**BONZAI CONSULTING SERVICES PVT LTD.**

## Contact

[www.linkedin.com/in/spchandgude](https://www.linkedin.com/in/spchandgude)  
(LinkedIn)

## Top Skills

C++  
Data Structures  
Programming

## Languages

English (Professional Working)  
Hindi (Full Professional)  
Marathi (Native or Bilingual)

## Certifications

Problem Setter

## Honors-Awards

SIH 2019 FINALIST  
Honorable Mention for 2019 ICPC  
Asia Kharagpur First Round Online  
Programming Contest

# Shubham Chandgude

Engineer @UBS | RPA | Machine learning  
Pune

## Summary

I am always a student with a deep passion for exploiting and fixing vulnerabilities and one who tries to automate the task and find the optimized approach to the problems and experiment with new things every day.

#Learning and getting better each day.

---

## Experience

### UBS

Tech Engineer  
September 2021 - Present (9 months)  
Pune, Maharashtra, India

### HashedIn

Software Engineer Intern  
July 2021 - August 2021 (2 months)

### Zoho

Software Debug Engineer Intern  
April 2021 - May 2021 (2 months)  
Chennai, Tamil Nadu, India

---

## Education

### MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Computer Science · (August 2017 - August 2021)

### Vidya Pratishthans Arts, Commerce & Science College,

M.I.D.C.Baramati, Pune 413100

HSC, Science · (2015 - 2017)

(105)

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:17-Jun-2021

**Mrunal Vinod Pawshekar  
C9646050**

sr no 42, D-5 Prasad Residency, Somnath Nagar, Wadgoan Sheri  
9922683908

Dear Mrunal Vinod Pawshekar,

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.

Version 2.1 (Feb 2021)

1

  
candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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](mailto: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.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, 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 signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<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,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

Mrunal Vinod Pawshekar

Date: 14/07/2021

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

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

<b>Total Cash Compensation Elements</b>	
	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
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

(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

## 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).
7. Pan Card
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.



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.

**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).
7. Pan Card
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.

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## WNS\_selections

1 message

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**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:02 PM

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

From: **Pavithra Naveen** <Pavithra.Naveen@wns.com>  
Date: Thu, Aug 5, 2021 at 4:56 PM  
Subject: RE: Invitation- Campus hiring  
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Hi Hemant,

Attached candidate list who are selected. **Below are documents required asap.**

Aadhar card

Pan card

10th and 12th mark sheets

Graduation mark sheets

present address proof

Please inform them that they will receive call tomorrow from recruitment team to check with documents before releasing offer letter.

Regards,

**Pavithra Naveen**  
Assistant Manager - HR- WNS Global Services (P) Ltd | [www.wns.com](http://www.wns.com)

Gate No 4, Plant 10 / 11 Godrej & Boyce Complex, Pirojshanagar, LBS MargVikhroli (West), Mumbai, Maharashtra,

IP: | Direct: | Mobile: +919920179334 | Email: [Pavithra.Naveen@wns.com](mailto:Pavithra.Naveen@wns.com)

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## ONE WNS ONE GOAL OUTPERFORM



Connect with WNS



**Final Selection-MIT.xlsx**

12K

## WNS || Campus Hiring || Cognitive || 2021 - WNS Global Services Private Limited

Name	Gender	Status	Date of Birth	Mobile	Email	Current City, State
Kunal Krishna	Male	Selected	14-Sep-1996	+91 9462728961	kk14996@gmail.com	Mumbai
Sharmika Kardile	Female	Selected	09-Dec-1998	+91 7722076228	sharmikakardile@gmail.com	Pune, Maharashtra
Aniruddha Mukund Panchwagh	Male	Selected	29-Jan-1999	+91 7350797156	aniruddha32panchwagh@gmail.c	Pune, Maharashtra
Shubham Kumar Jha	Male	Selected	11-May-1998	+91 9834613038	shubham11may@gmail.com	Pune, Maharashtra
Suraj Popatrao Warkhade	Male	Selected	15-Oct-1998	+91 9762608911	surajwarkhade4@gmail.com	newasa,ahmednagar
Rupesh Jagdish Patil	Male	Selected	03-Jul-1995	+91 7666507060	rjpatil@mitaoe.ac.in	Navi Mumbai
Ankita Sanjay Deshmukh	Female	Selected	06-Feb-1998	+91 8080748284	asdeshmukh@mitaoe.ac.in	Pune, Maharashtra
Aditya Vyas	Male	Selected	27-Mar-1999	+91 9462551172	vyasaditya73@gmail.com	pune
Md Jawad Alam	Male	Selected	28-Oct-1996	+91 8999057354	md.jawedalam153@gmail.com	pune
Pranav Wani	Male	Selected	15-Apr-1998	+91 7387274555	wanipranav98@gmail.com	Aurangabad, Pune
Kanchan Yadav	Female	Selected	01-Jan-1996	+91 8299730132	kanchan.ky01@gmail.com	Varanasi
Ish Santosh Khadangale	Male	Selected	07-Mar-1999	+91 9545756960	ishkhadangale07@gmail.com	Pune, Maharashtra
Sourabh Gupta	Male	Selected	17-Nov-1998	+91 7987288703	svgupta@mitaoe.ac.in	Jabalpur, Madhya Prade
Sagar Madane	Male	Selected	17-Feb-1996	+91 7774021707	sagar.madane07@gmail.com	Pune, Maharashtra

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**WNS\_selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:02 PM

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

From: Pavithra Naveen <Pavithra.Naveen@wns.com>  
Date: Thu, Aug 5, 2021 at 4:56 PM  
Subject: RE: Invitation- Campus hiring  
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Hi Hemant,

Attached candidate list who are selected. **Below are documents required asap.**

Aadhar card

Pan card

10th and 12th mark sheets

Graduation mark sheets

present address proof

Please inform them that they will receive call tomorrow from recruitment team to check with documents before releasing offer letter.

Regards,

**Pavithra Naveen**Assistant Manager - HR- WNS Global Services (P) Ltd | [www.wns.com](http://www.wns.com)

Gate No 4, Plant 10 / 11 Godrej &amp; Boyce Complex, Pirojshanagar, LBS MargVikhroli (West), Mumbai, Maharashtra,

IP: | Direct: | Mobile: +919920179334 | Email: [Pavithra.Naveen@wns.com](mailto:Pavithra.Naveen@wns.com)**ONE WNS ONE GOAL OUTPERFORM**

Connect with WNS

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 **Final Selection-MIT.xlsx**  
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Md Jawad Alam	Male	Selected	28-Oct-1996	+91 8999057354	md.jawedalam153@gmail.com	pune
Pranav Wani	Male	Selected	15-Apr-1998	+91 7387274555	wanipranav98@gmail.com	Aurangabad , Pune
Kanchan Yadav	Female	Selected	01-Jan-1996	+91 8299730132	kanchan.ky01@gmail.com	Varanasi
Ish Santosh Khadangale	Male	Selected	07-Mar-1999	+91 9545756960	ishkhadangale07@gmail.com	Pune, Maharashtra
Sourabh Gupta	Male	Selected	17-Nov-1998	+91 7987288703	svgupta@mitaoe.ac.in	Jabalpur, Madhya Prade
Sagar Madane	Male	Selected	17-Feb-1996	+91 7774021707	sagar.madane07@gmail.com	Pune, Maharashtra

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**MIT** : Academy of  
Engineering

Vikas Singh &lt;vssingh@admin.maepune.ac.in&gt;

**Fwd: [EXTERNAL] Re: Joining of Aniket sulakhe**

1 message

**Jayant Patkar** <jdpatkar@mitaoe.ac.in>  
To: Vikas Singh <vssingh@admin.maepune.ac.in>

Fri, Mar 11, 2022 at 4:41 PM

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

**From:** Akshata Hirkal <Akshata.Hirkal@infobip.com>  
**Date:** Wed, Aug 18, 2021, 9:58 AM  
**Subject:** RE: [EXTERNAL] Re: Joining of Aniket sulakhe  
**To:** Jayant Patkar <jdpatkar@mitaoe.ac.in>

Hello Jayant,

Good Morning!

We are pleased to inform you that we would be making an exception and would approve the delayed joining of Aniket Sulke to 16<sup>th</sup> of September 2021.

Request you not to delay it any further.

Regards,

**Akshata Hirkal**  
Talent Acquisition Specialist  
Akshata.Hirkal@infobip.com**From:** Jayant Patkar <jdpatkar@mitaoe.ac.in>  
**Sent:** Wednesday, August 18, 2021 8:57 AM  
**To:** Akshata Hirkal <Akshata.Hirkal@infobip.com>  
**Subject:** [EXTERNAL] Re: Joining of Aniket sulakhe

Dear Akshata,

Warm Regards !

- Kindly update the status of Aniket sulakhe

Thanks and regards

Jayant

On Tue, Aug 17, 2021 at 2:30 PM Jayant Patkar <jdpatkar@mitaoe.ac.in> wrote:

Dear Akshata,

Hope all is well !

Aniket Sulakhe can join by 16th Sept 21 . Do inform him of his status.

Unfortunately the current company is not relieving him before 15th sept.

- Any training session he can attend Virtually.

Waiting for a positive response.

Regards,

Mr. Jayant Patkar | 9823232358

Specialist - Corporate Relation

MIT Academy of Engineering

Alandi (D) , Pune -412105

Tel-020-30253500 | jdpatkar@mitaoe.ac.in

## Contact

[www.linkedin.com/in/naman-madharia](https://www.linkedin.com/in/naman-madharia) (LinkedIn)

## Top Skills

Python (Programming Language)  
C++  
Data Structures

## Languages

Hindi (Elementary)  
English (Elementary)

## Certifications

CodeChef Certified Data Structures and Algorithms Programme  
Python for Everybody Specialization  
Using Databases with Python  
Programming for Everybody (Getting Started with Python)  
R Programming

## Publications

Review Based Recommendation System Using Big Data

# Naman Madharia

Software Engineer Trainee at Parkar Digital  
Pune

## Summary

Graduated in Computer science and engineering with Data Science. Objectives are to build skills and gain experience through different avenues.

Areas of interest: Big Data, C++, and python.

---

## Experience

Parkar Digital  
Software Engineering Trainee  
October 2021 - Present (8 months)  
Pune, Maharashtra, India

CDAC  
Project Intern  
January 2021 - July 2021 (7 months)  
Pune, Maharashtra, India

Worked on a ongoing project using Python and SLURM. Developed required utilities for the project using Simple LINUX Utility Resource Management - SLURM to maximize the performance of IO and processing of jobs.

MIT Academy of Engineering, Alandi, Pune  
Engineering Student  
August 2017 - May 2021 (3 years 10 months)

The Shaadi Times  
Summer Intern  
May 2020 - June 2020 (2 months)  
Delhi, India

Worked on Data Analytics tools to make a report on Covid impacts using python and ML.

## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Computer Science · (2017 - 2021)

BSP Senior Secondary School Sector 10 Bhilai

Science · (April 2013 - February 2017)

## Contact

[www.linkedin.com/in/arshan-usmani-21719318](https://www.linkedin.com/in/arshan-usmani-21719318) (LinkedIn)

## Top Skills

Programming

Python (Programming Language)

Teamwork

# Arshan Usmani

Trainee Associate, Solution Engineering  
Pune/Pimpri-Chinchwad Area

## Summary

Third year B.Tech. student studying in MIT, Pune. Have a strong hold over C/C++, pretty good with python, learning Java as of now along with Deep Learning for computer vision, using YOLO V3, as well as cloud computing on AWS.

My second year projects include: forum system on C++, Student grade sheet management system on Java with GUI integrated with an Oracle local database, beach even inventory management and ordering system using HTML, CSS, JavaScript integrated with a database

---

## Experience

### Western Union

1 year 4 months

#### Associate Trainee

July 2021 - Present (11 months)

India

### Intern

February 2021 - June 2021 (5 months)

Pune, Maharashtra, India

### Maharashtra Institute of Technology

Computer Engineering Student

August 2016 - June 2021 (4 years 11 months)

Pune, Maharashtra, India

### Allsoft Solutions Services Pvt Ltd. and IBM Business Partner

Data Scientist

June 2020 - July 2020 (2 months)

Pune, Maharashtra, India

### United Breweries Ltd.

Data Entry Clerk  
June 2019 - July 2019 (2 months)  
Patna, Bihar, India

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## Education

S.D.V. Public School  
Associate's degree, PCM · (2013 - 2016)

Delhi Public School, Patna  
Associate's degree · (April 2005 - March 2013)

(111)

June 04, 2021

Mr. Rushabh BOKADE,

*Subject: LETTER OF OFFER*

Dear Rushabh,

Apropos to the discussions held with you, we are pleased to offer you employment designated as "Specialist" with **Michelin India Pvt Ltd**, on mutually agreed terms and conditions. Your annual Cost To Company will be **INR 820000/-**. 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

The company operates for five days in a week and every employee is expected to work for 9 hours as per the assigned Roster Schedule and the list defined by the company which may be amended by the Company as it may deem fit from time to time. Appropriate flexibility specific to your job function would be required from time to time.

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, 2021** at 0900 hrs at the above-mentioned address.

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.

Please note that this Offer Letter dated **June 04, 2021** and future confirmation and/or continuation of your employment with the Company shall be subject to the clearance of your academic papers. The Company reserves the exclusive right to take any decision including but not limited to confirmation of the employment, at its sole discretion, in case you fail to clear the academic papers and/or fail to provide the Degree certificate from your respective University/ Academic Institution.

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 Pvt Ltd**

**Laurent LADROYES**  
**Head Site - SP (Pune & Gurgaon)**

I confirm and accept the terms and conditions of your offer letter and shall be joining on  
15 July 2021

**Note:** To be filled by the candidate

Name of the candidate (as per Passport / Aadhar)	Rushabh Sheidhar Bokade
Present Address	Bhaeti Plot, Balapur Naka, Old city, Akola - 444002
Permanent Address	Bhaeti Plot, Balapur Naka, Old city, Akola - 444002
Mobile - 1	8485053227
Mobile - 2 (if any)	7666484406
Telephone	-
Signature	
Date	8-06-2021
Place	Akola

**Annexure 'A' – DETAILED BREAK UP OF SALARY**

Name of the Candidate – **Rushabh BOKADE**

PARTICULARS		
Salary and Allowances	Monthly (INR)	Yearly (INR)
Basic Salary	27333	328000
Flexible Allowances	37720	452640
Employers' contribution to Provident Fund	3280	39360
<b>Total CTC</b>	<b>INR. 68333</b>	<b>INR. 820000</b>
<b>Yearly CTC (In words)</b>	<b>Rupees Eight Lakh Twenty Thousand Only</b>	
Flexible Allowances - Overview*		
House Rent Allowance	30%, 40% or 50% of Basic Salary (30% only in case of car lease program)	
Leave Travel Allowance (LTA)	0 to 10% of CTC, subject to a maximum of 1,00,000 per annum	
Telephone Expense Reimbursement	0 - 36,000 per annum	
Professional Development	0 to 10% of CTC, subject to a maximum of 1,50,000 per annum	
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 annual basic salary	
Compensatory Allowance	Difference of 'Flexible Allowances' and total value of all the above allowances opted - paid on a monthly basis	

\* For more details, please refer "Salary Structure & Reimbursement Guidelines"

for **Michelin India Pvt Ltd**

**Laurent LADROYES**  
Head Site - SP (Pune & Gurgaon)

**Annexure 'B' – OTHER BENEFITS**

Category	Component	Value	Remarks
Variable Pay/Bonus	Variable Pay	Upto 7% (GB-2% + TB-5%) (depending on the performance) of Fixed Annual Cash (FAC)	Eligibility as per policy
	Festive/Diwali Bonus	INR 10,000/- per annum	Paid on Diwali (to confirmed employees)
Retirals/ Long term Incentives	Gratuity	4.81% of Annual Basic Salary	As per 'Payment of Gratuity Act'
	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 Benefit	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	Coverage as per policy terms
	Group Personal Accident Insurance	5 times of annual CTC – for employee	
	OPD Benefit	Coverage of INR 10,000 per annum	
	Medical insurance for parents at subsidized cost	-	
Company Tyres	Free Tyres	Free Michelin tyres	Once in two years
	Discounted Tyres	15% discount for a maximum of 20 car/two-wheeler tyres	As per terms of 'Friends & Family' Program, announced each year

**Note:**

- All policies are subject to change at Management discretion
- "GB" – Group Bonus | "TB" – Team Bonus
- Variable Pay – The percentage of total variable pay is rounded off to the nearest whole number

-end of page

Computer Branch

2021 Batch

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700 Alexander Park Suite 100  
Princeton NJ 08540  
Phone: (609) 751 5231

## Strategic Research Insights

Jul 1, 2021

Dear Amal R Sutone

With reference to your application and the subsequent Interview you had with us, we are pleased to offer you an appointment as Analyst at our Indian affiliate organization and you will report to the Director of Insights, based at Hyderabad, India, effective from September 1, 2021. The appointment letter with terms and conditions will be issued to you prior to the date of joining.

Your salary as Analyst will be Rs. 8,28,000 per annum (inclusive of necessary statutory contributions and deductions).

Work involves use of proprietary software, analytical models and confidential information about our client business and local business. On your 1st day of joining, you will be required to sign an agreement on confidentiality and related issues.

To indicate your acceptance of the appointment as Analyst, please sign the copy of this letter and return it to us within 3 business days.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Venky', is written over a horizontal line.

Venky Jagannathan  
Principal

Accepted:

A handwritten signature in dark ink, appearing to read 'Amal R Sutone', is written over a horizontal line.

Amal R Sutone

.....

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**Accelya (2021 batch) selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:10 PM

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

From: Palvi Edake <palvi.edake@accelya.com>  
Date: Tue, Oct 26, 2021 at 5:36 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for Accelya (2021 batch)  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

Please find below the list of students who got selected for the campus drive.

Thank you for your cooperation.

Sr. no.	First Name	Last Name	Email Id	Personal Email Id	Mobile Number	Gender	College
1	Ashwin	Badole	ashwinbadole13@gmail.com	ashwinbadole13@gmail.com	8956674378	Male	MIT
2	Pranav	Ghadge	pranavghadge4000@gmail.com	pranavghadge4000@gmail.com	9767872913	Male	MIT
3	Shivam	chaubey	sachaubey@mitaoe.ac.in	schaubey0803@gmail.com	7972364730	Male	MIT
4	Aayush	Sharma	sharma2000aayush@gmail.com	sharma2000aayush@gmail.com	7004490583	Male	MIT
5	Ekansh	Singh	ekanshsingh10101@gmail.com	ekanshsingh10101@gmail.com	9926134567	Male	MIT
6	Shweta	Sable	sasable@mitaoe.ac.in	ss.shwetatable@gmail.com	7020765894	Female	MIT
7	gunjan	shellar	gsgunjan47@gmail.com	gsgunjan47@gmail.com	8237007080	Male	MIT
8	Hrushikesh	Bhamre	bhamrehrushikesh78@gmail.com	bhamrehrushikesh78@gmail.com	9552535014	Male	MIT
9	Shubhankar	CHAVAN	schavan@mitaoe.ac.in	shubhankarrajendrachavan@gmail.com	9309524208	Male	MIT

Regards,

Palvi Edake

Global Talent Acquisition

Accelya Group

M +91 9665792070

palvi.edake@accelya.com



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**Accelya (2021 batch) selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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3	Shivam	chaubey	sachaubey@mitaoe.ac.in	schaubey0803@gmail.com	7972364730	Male	MIT
4	Aayush	Sharma	sharma2000aayush@gmail.com	sharma2000aayush@gmail.com	7004490583	Male	MIT
5	Ekansh	Singh	ekanshsingh10101@gmail.com	ekanshsingh10101@gmail.com	9926134567	Male	MIT
6	Shweta	Sable	sasable@mitaoe.ac.in	ss.shwetatable@gmail.com	7020765894	Female	MIT
7	gunjan	shellar	gsgunjan47@gmail.com	gsgunjan47@gmail.com	8237007080	Male	MIT
8	Hrushikesh	Bhamre	bhamrehrushikesh78@gmail.com	bhamrehrushikesh78@gmail.com	9552535014	Male	MIT
9	Shubhankar	CHAVAN	schavan@mitaoe.ac.in	shubhankarrajendrachavan@gmail.com	9309524208	Male	MIT

Regards,

**Palvi Edake**

Global Talent Acquisition

Accelya Group

M +91 9665792070

palvi.edake@accelya.com



**Accelya (2021 batch) selections**

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4	Aayush	Sharma	sharma2000aayush@gmail.com	sharma2000aayush@gmail.com	7004490583	Male	MIT
5	Ekansh	Singh	ekanshsingh10101@gmail.com	ekanshsingh10101@gmail.com	9926134567	Male	MIT
6	Shweta	Sable	sasable@mitaoe.ac.in	ss.shwetasable@gmail.com	7020765894	Female	MIT
7	gunjan	shellar	gsgunjan47@gmail.com	gsgunjan47@gmail.com	8237007080	Male	MIT
8	Hrushikesh	Bhamre	bhamrehrushikesh78@gmail.com	bhamrehrushikesh78@gmail.com	9552535014	Male	MIT
9	Shubhankar	CHAVAN	schavan@mitaoe.ac.in	shubhankarrajendrachavan@gmail.com	9309524208	Male	MIT

Regards,

Palvi Edake

Global Talent Acquisition

Accelya Group

M +91 9665792070

palvi.edake@accelya.com



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**PRIVATE & CONFIDENTIAL**

**Date: 15.11.2021**

**Offer Letter**

To,  
**Vaishnavi Regundwar,**  
Pune,

Dear Vaishnavi,

With reference to our discussions and your interviews, we are pleased to extend you the offer of Temporary Employment in our organization as a "Product Engineering Intern" for a period of **Six Months** starting from the date of your joining. **Congratulations!!** As an Intern, you will receive the "temporary employment" status.

You are requested to join on **Wednesday, 1<sup>st</sup> December 2021** at our facility in **Hinjewadi**, Pune unless the date is extended by us and communicated to you in writing. Please send your acceptance to this offer no later than **16<sup>th</sup> November 2021**.

As a condition to employment with the company, you would be required to enter into this written Temporary employment agreement at the time of joining in order to formalize the details of our employment discussions and understandings.

At the time of joining your salary would be **Rs. 3,00,000 CTC (Three Lakhs per annum CTC)**.

Your office timings will be **9:30 AM – 6:30 PM. Saturday's and Sunday's holiday along with the applicable public holidays for the state of Maharashtra, India.**

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. I hope that your association with the Company will be successful and rewarding.

**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775J1Z8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com

Please sign the duplicate copy of this letter and return the office copy to our **People and Culture team**. You are requested to **report at 10:00 AM** to our office to complete the joining formalities. At the time of joining, you are requested to submit copies of the document in **Annexure – "A"**.

We welcome you to the **Gibsons** family and look forward to working with you in creating the best products as well as providing top class service to our global clients.

*Note\*\*This offer will be deemed to be revoked if the candidate fails to join the organization on the DOJ mentioned in this letter.*

Sincerely,  
For **GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

*Smrati Borse*

**Radhika Borse**  
People and Culture Business Partner  
Place: Pune  
Date: 15<sup>th</sup> November 2021



**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775JIZ8  
Email ID: [enquiries@gibsonstechnologies.com](mailto:enquiries@gibsonstechnologies.com), Web: [www.gibsonstechnologies.com](http://www.gibsonstechnologies.com)

This is to certify that I have gone through all Terms and conditions relating to my temporary employment with **Gibsons Technologies (India) Pvt Ltd** and I have understood them clearly. I accept the same and agree to abide by them.

**Employee Name in full:** Vaishnavi Regundwar

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Place:** Pune

**Enclosures:**

Annexure A - List of documents to be submitted

**Annexure – A**

**List of Documents to be submitted at the time of joining (PLEASE UPLOAD THE SOFT COPIES OF THE DOCUMENTS TO THE LINK THAT WILL BE SHARED BY THE HR IN THE RESPECTIVE FOLDERS)**

- Updated CV
- Copies qualification mark sheets and certificates supporting your highest and previous educational qualifications.
- Previous two employers Appointment Letters, relieving letters, experience letters & relevant documents.(If Applicable)
- Employment – all employment service letters and payslips and form 16 / TDS certificate issued by the employer.
- Last 3 months salary slips of Previous two employers (If Applicable)
- Copy of Birth Certificate
- Copy of PAN, Voter card, Aadhar card, DL card,
- Residential proofs (Permanent) scan copy of - Voter id or Cooking Gas bill or Phone or Electricity bill or Ration card or Aadhar card or DL card.(Temporary address)– address proof document and owner contact details.
- Copy of your passport (all non-blank pages)
- Latest Passport Size colour photograph (2 Copies)
- Personal bank account details (passbook photocopy)
- 2 Referral details (professional) and 1 HR referral

Sincerely,

For **GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

*Smrati Borse*

**Radhika Borse**

People and Culture Business Partner

**Place:** Pune

**Date:** 15<sup>th</sup> November 2021



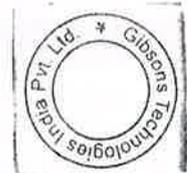
**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

**Regd. Address:** Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
**Phone:** 020 - 67236363, **CIN No:** U72900PN2018FTC176035, **GSTN:** 27AAHCG2775J1Z8  
**Email ID:** enquiries@gibsonstechnologies.com, **Web:** www.gibsonstechnologies.com

**Annexure B**

**DETAILS OF COST TO THE COMPANY**

Salary Components	Amount (In Rs.)	Annual Salary (In Rs.)	Deduction Components	Amount	Annual Deductions
Basic Salary	11,525	138,300	Professional Tax	200	2,500
House Rent Allowance	4,610	55,320	Medical Insurance	433	5196
Leave Travel Allowance			Employee PF	1800	21600
Medical Allowance	1,250	15,000			
Conveyance	1,600	19,200			
Special Allowance	4,065	48,780			
Employer PF Contribution	1,950	23,400			
<b>Total Earnings</b>	<b>23,050</b>	<b>3,00,000</b>	<b>Total Deductions</b>	<b>2433</b>	<b>29,296</b>
<b>Net Pay</b>	<b>20,617</b>				



**INR 3,00,000/- LPA**

Please note that the Company retains absolute discretion as to the determination of your Performance Award Payment for any calendar year in accordance with the "Performance Award Program" of the Company which will mention in your employment contract.

Gratuity Benefit is applicable as per the provision of the Gratuity Act.

**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775J1Z8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com

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**Fwd: Offer Edgematics Technologies**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 2:52 PM

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

From: Sweta Kumari <sweta.kumari@edgematics.com>  
Date: Tue, Nov 9, 2021 at 4:36 PM  
Subject: RE: Offer Letter-Edgematics Technologies  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>

Hello Dr. Hemant,

Please see below package offered.

1. Komal-3.5lpa
2. Zaid-3.64lpa

Both are joining to Edgematics Office from 10th Nov.

Kind Regards,

Sweta Kumari

HR Manager



Office 704, WTC Tower 2, Kharadi, Pune, Maharashtra, India

M: +91 9168747127 E: sweta.kumari@edgematics.com

W: www.edgematics.ai | Follow us on LinkedIn



**From:** Sweta Kumari [mailto:sweta.kumari@edgematics.com]  
**Sent:** 07 November 2021 19:44  
**To:** 'Dr. Hemant Mali'  
**Cc:** 'MIT-WPU Engineering Placements'; 'Dr. Ketaki Kulkarni'  
**Subject:** RE: Offer Letter-Edgematics Technologies

Hello Dr. Hemant,

Greetings,

It is my pleasure to inform you that offer letter has been sent to Zaid Inamdar & Komal Sakhare.

Could you please confirm if Aishwariya Yelwande can give the PPT interview tomorrow at 12pm IST.

Kind Regards,

Sweta Kumari

HR Manager

 **edgematics**

Office 704, WTC Tower 2, Kharadi, Pune, Maharashtra, India

M: +91 9168747127 E: sweta.kumari@edgematics.com

W: www.edgematics.ai | Follow us on LinkedIn



**C3IT Software Solutions Private Limited**  
Marisoft III, West Wing, 5th Floor  
Marigold Complex, Kalyani Nagar.  
Pune- 411014. Maharashtra. (India).  
Tel. : + 91 – 204 – 917 – 7500  
Telefax : + 91 – 204 – 860 – 6290  
Mail : [hr@c3itsolutions.com](mailto:hr@c3itsolutions.com)



IT that makes you competitive

December 16, 2021

Reference No: C3IT/HR/OFFR/OR/16122021/00678

To,

**Mr. Omkar Rakshe**  
Sant Tukaram Nagar, Bhosari,  
Pune, Maharashtra- 411039

**EMPLOYMENT OFFER LETTER – JR. ASSOCIATE**

Dear Omkar,

It is my pleasure to extend the following offer of employment to you on behalf of C3IT Software Solutions Pvt. Ltd. further to the interview and discussions you have had with us.

In line with the discussions you have had, your appointment is confirmed for the position of “**Jr. Associate - .NET**” the terms are as follows:

1. Total **Cost to Company** will be **INR 4,20,000** annually on joining.
2. **Annual Bonus** will be payable as per Appendix AB “Calculation of Annual Bonus” in HR Manual.
3. **Gratuity** will be payable as per The Payment of Gratuity Act 1972.
4. All Payments shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
5. Provident Fund shall be deducted as applicable.
6. Your probation period post a successful evaluation shall be 6 months from the date of joining.
7. Regular performance reviews will be done to assess your suitability.
8. The notice period for relinquishing your services from the Company would be three calendar months.
9. You shall be entitled to benefits as per the rules and regulations of the company.
10. Your date of joining the services of the company shall be no later than **December 20, 2021**. Please confirm your actual date of joining in case you are able to join earlier for us to schedule your onboarding.
11. The validity of this offer is 3 days from the date of the offer letter.

Your appointment letter shall be handed over on your joining the company on completion of all following formalities:

1. Complete and Correct filling in of the Candidate Declaration Form.
2. Submission of original/copies of following documents, as applicable, on joining:
  - a. Experience letters of the previous employer(s)
  - b. Relieving letters of your previous employer(s)
  - c. Form 16 / TDS Certificate
  - d. Latest last three months' salary slips
  - e. Photocopy of educational qualifications i.e., SSC/HSC/Graduation/Post Graduation etc.

Head Corporate Relations  
MIT Academy of Engineering  
Pune (D.), Pune-412 105.



Computer Branch  
2021 Batch



IT that makes you competitive

**C3IT Software Solutions Private Limited**  
Marisoft III, West Wing, 5th Floor  
Marigold Complex, Kalyani Nagar.  
Pune- 411014. Maharashtra. (India).  
Tel. : + 91 – 204 – 917 – 7500  
Telefax : + 91 – 204 – 860 – 6290  
Mail : [hr@c3itsolutions.com](mailto:hr@c3itsolutions.com)

- f. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
- g. Photocopy of your Passport along with photocopy of visa stampings if any
- h. Photocopy of Aadhar card.
- i. Age proof
- j. Three passport size Photographs
- k. Photocopy of Insurance of Vehicle if you own a vehicle.
- l. Proof of Permanent /local Address
- m. Pan Card
- n. Two references

Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

With your employment, we are filling a critical client project related position which is of strategic long-term importance to the company; we are, therefore, very pleased & excited with your decision to join us which, we believe, will help grow the company's business as well as your career. While your employment with the Company will be effective from the date of your joining the Company, your acceptance of this Offer for Employment will be viewed as your sincere commitment to join the Company on the mutually decided joining date as indicated above. Should you decide not to join the Company for whatever reason, which we know will not be the case, you agree to pay the agreed one-month salary, Rs. 35,000 towards liquidated damages.

Please note that this offer mail incorporates all commitments exchanged between both sides and there are no other commitments other than these.

Kindly confirm your acceptance of the above offer by return mail.

We look forward to having you on board soon.

Sincerely,  
For C3IT Software Solutions Pvt. Ltd

Authorized Signatory

## Fwd: Intellipaat: Campus Placement

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
To: Avinash Kulkarni <akkulkarni@comp.maepune.ac.in>

Tue, May 10, 2022 at 11:15 AM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Tue, May 10, 2022 at 11:14 AM  
Subject: Intellipaat: Campus Placement  
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>  
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Ojasvi Mahajan** <Ojasvi@intellipaat.com>  
Date: Fri, Dec 31, 2021 at 5:37 PM  
Subject: Re: Campus Placement  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi,

We are pleased to say that we have selected the below students for the position of **Business Development Associate/ Business Development Trainee**.

Abhishek Subhash Wakhare
Bharat Rakesh Jangid
Prajwal Hari Sonawane
<b>Aishwarya Jivan Yelwande</b>
Advaita Anant Tikone
Bushra Samiuddin Shaikh

Please let us know the exact date they will join at the earliest by today  
Thanks for your great support and coordination and we hope to have a good relationship with your institution.

**Thanks and Regards**

Ojasvi Mahajan | Talent Acquisition Associate

ojasvi@intellipaat.com | Mob: 08047185601

Website: www.Intellipaat.com



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**Fwd: Flextronics: Campus Selections**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:28 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Thu, Aug 13, 2020 at 12:12 PM  
Subject: Flextronics: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Flextronics has selected one student of MITAOE - Atharva Deshpande, (B Tech - Information Technology, 2021 batch) from the campus recruitment process conducted by MIT.

Forwarding herewith the formal communication received from the company in this regard.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Akil A** <Akil.A@flex.com>  
Date: Wed, Aug 12, 2020 at 6:24 PM  
Subject: Flex - IT Campus 2020 - MIT - Selected Candidates List  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Hemant,

Greetings from Flex..!

Thanks for your support.

Please find the below candidate details **Selected** for **Associate Software Engineer - IT** position. We shall be reaching out to the selected candidate for further offer process.

Name	Email ID
Atharva Deshpande	asdeshpande@mitaoe.ac.in

We will be keeping the below mentioned candidate **on hold** and will consider for any upcoming requirements.

Name	Email ID
Shivani Jambukar	smjambukar@mitaoe.ac.in

flex.

**Akil A**

Talent Acquisition

Embassy Techzone, Block Rhine (1.5)

3<sup>rd</sup> , 6<sup>th</sup> and 7<sup>th</sup> Floor, Plot No -3.

Rajiv Gandhi Infotech Park, Phase II, Hinjewadi,

Pune - 411057, India.



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**Fwd: Principal Global Services Pvt. Ltd.: Campus Selections 2021 batch**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:28 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, Aug 18, 2020 at 4:47 PM  
Subject: Principal Global Services Pvt. Ltd.: Campus Selections 2021 batch  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Principal Global Services has selected the following two students of MITAOE 2021 batch, from the campus recruitment process conducted by MIT on 17th August 2020.

1. Harshal Shinde - B Tech Information Technology
2. Mohit Gurav - B Tech Computer Science

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

Forwarding herewith the formal communication received from the company for records.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Sharma, Shivani - C <sharma.shivani@principal.com>  
Date: Tue, Aug 18, 2020 at 2:22 PM  
Subject: List of Final Selects - MIT WPU, Pune!  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Siva Sankaran (eLitmus) <siva@elitmus.com>, Deshmukh, Dhanshree <Deshmukh.Dhanshree@principal.com>

Hi Hemant Sir,

Thanks a lot for your support and please find below the final select list of students.

This year we can't congratulate them personally but please share our greetings & best wishes with them and we will connect with them separately.

Candidate Id	Name	Email	Gender	Grad Specialization
4056812	Shinde Harshal Sukhadeo	hsshinde@mitaoe.ac.in	Male	Information Technology
4055887	Dheeraj Komandur	dheerajkomandur@gmail.com	Female	Computer Engineering
4057241	Madhura Bhattad	madhura.bhattad@gmail.com	Female	Others
4056970	Gurav Mohit Bhagwat	mbgurav@mitaoe.ac.in	Male	Computer Engineering

**Fwd: Deloitte || List of Selects**

1 message

122

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: **Titus, Tina Mary** <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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**Fwd: Deloitte || List of Selects**

1 message

123

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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**Fwd: Deloitte || List of Selects**

1 message

124

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: Titus, Tina Mary <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhar	yashshekhar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
<b>Vaibhav Saini</b>	<b>vsaini@mitaoe.ac.in</b>	<b>9420610075</b>
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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125

**Fwd: Selected Candidates | Contuum Managed Solutions\_ConnectWise**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:27 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Fri, Aug 28, 2020 at 12:47 PM  
 Subject: Selected Candidates | Contuum Managed Solutions\_ConnectWise  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

Continuum Managed Solutions (Connectwise group) has selected one student of MITAOE - Rohit Bhosale 2021 batch, from the campus recruitment process conducted by MIT.

Remuneration offered by the company is Rs 6.50 Lacs per annum CTC.

Forwarding herewith the formal communication received from the company.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Hetal Mangela <Hetal.Mangela@connectwise.com>  
 Date: Thursday, August 27, 2020  
 Subject: Selected Candidates | ConnectWise  
 To: Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Dr. Hemant,

We are happy to inform you that below are the four candidates shortlisted for further process:

Candidate Name	Compensation	Location	Designation	Status
Mandar Kulkarni	6.5 L p.a. + Benefits	Pune	Software Engineer - I	To be Offered
Krunal Tule	6.5 L p.a. + Benefits	Pune	Software Engineer - I	To be Offered
Ammar Vepari	6.5 L p.a. + Benefits	Pune	Software Engineer - I	To be Offered
Rohit Bhosale	6.5 L p.a. + Benefits	Pune	Software Engineer - I	To be Offered

We shall release the Offer by next week once we receive their below documents :

1. Adhar Card
2. Pan Card
3. Education Certificates
4. Current and Permanent address proof

Thank you for all the assistance and smooth coordination during the entire hiring process.

Warm Regards,

**Hetal Mangela**

Lead - Recruitment

Email: [hetal.mangela@ConnectWise.com](mailto:hetal.mangela@ConnectWise.com)

ConnectWise formerly Continuum

Office: +91 20 67701534

Mobile: +91 70833 77066

LinkedIn: <https://www.linkedin.com/in/hetalmangela/>

Facebook LinkedIn Twitter

IT Nation

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**5 attachments**



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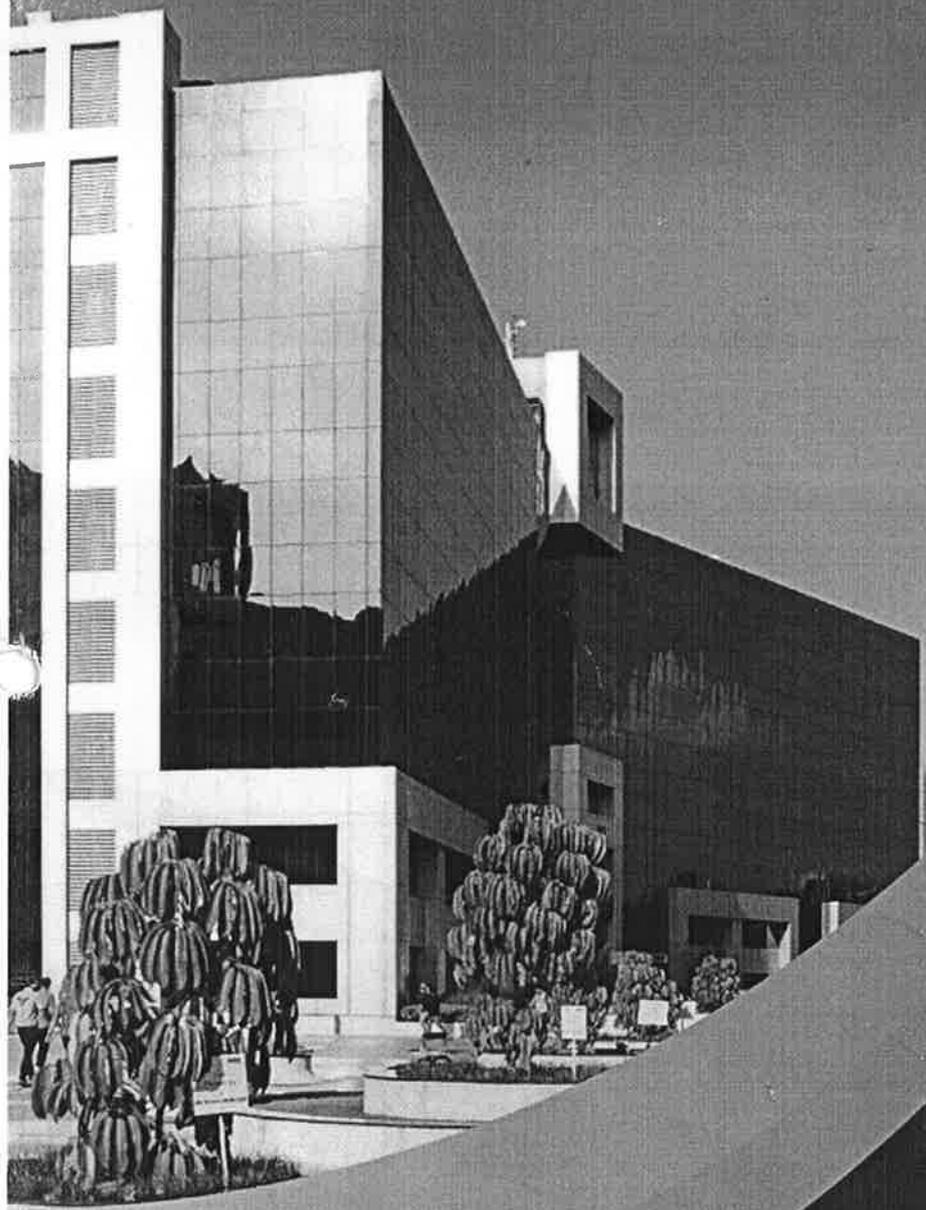


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**amdocs**

# EMPLOYMENT AGREEMENT

Dear **Janhavi**,

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 DOES 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: January 25, 2021  
Ms. Janhavi Sham Chadawar

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Janhavi Sham Chadawar**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

**Ms. Janhavi Sham Chadawar**

E-LOCK EVALUATION SIGNATURE

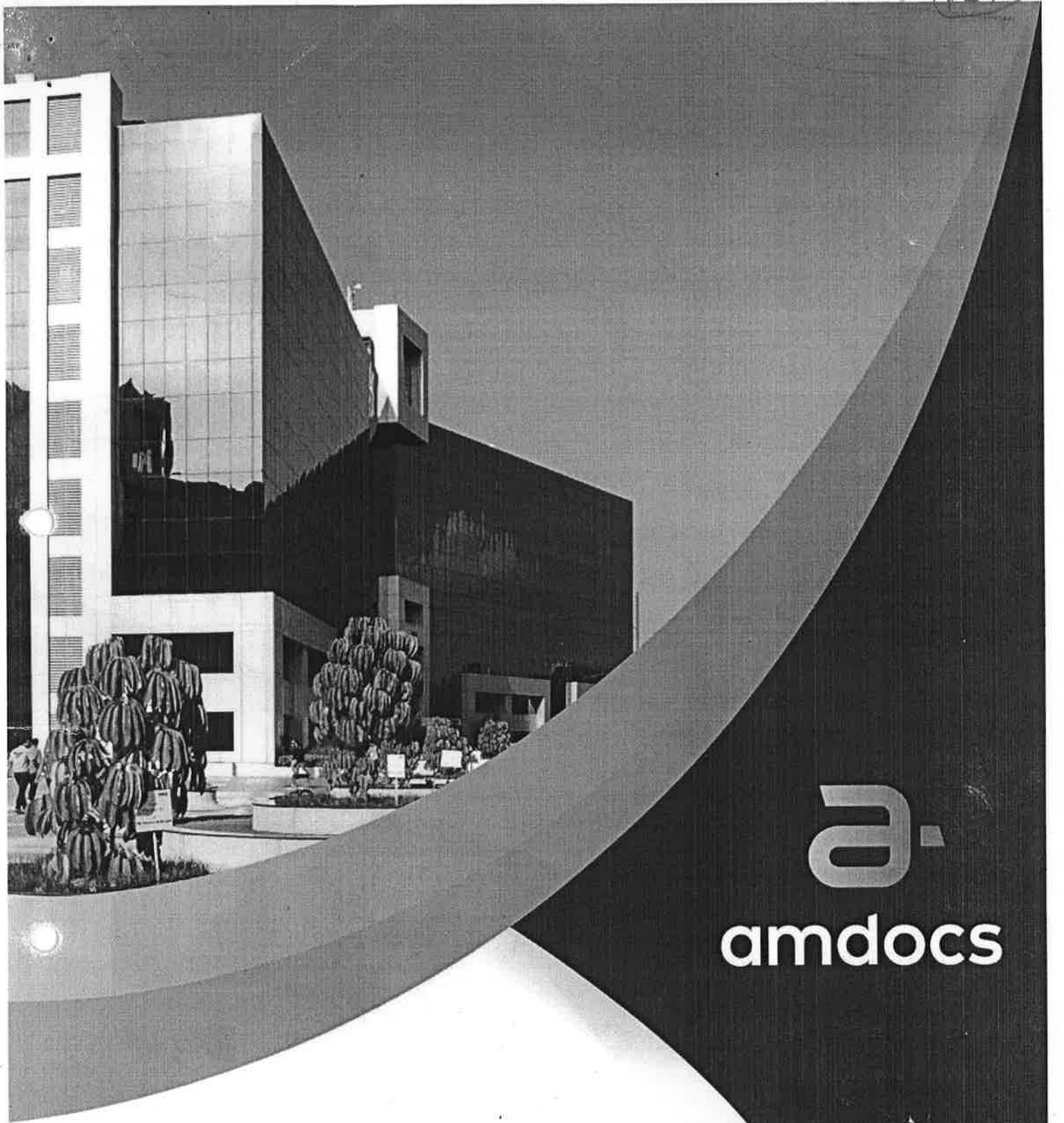
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

IT Branch  
2021 Batch

127



amdocs

# EMPLOYMENT AGREEMENT



Dear **Om Suresh**,

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 DOES 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: January 25, 2021  
Mr. Om Suresh Gaye

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

<p>(i) <b>Maternity Benefits</b></p> 	<p>Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.</p>
<p>(j) <b>Benefits Plans</b></p> 	<p>Entitlement to insurance schemes, if and as applicable under Amdocs' policy and subject to applicable terms of insurance policies and Amdocs policies.</p>

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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
  - i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Om Suresh Gaye**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**, ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

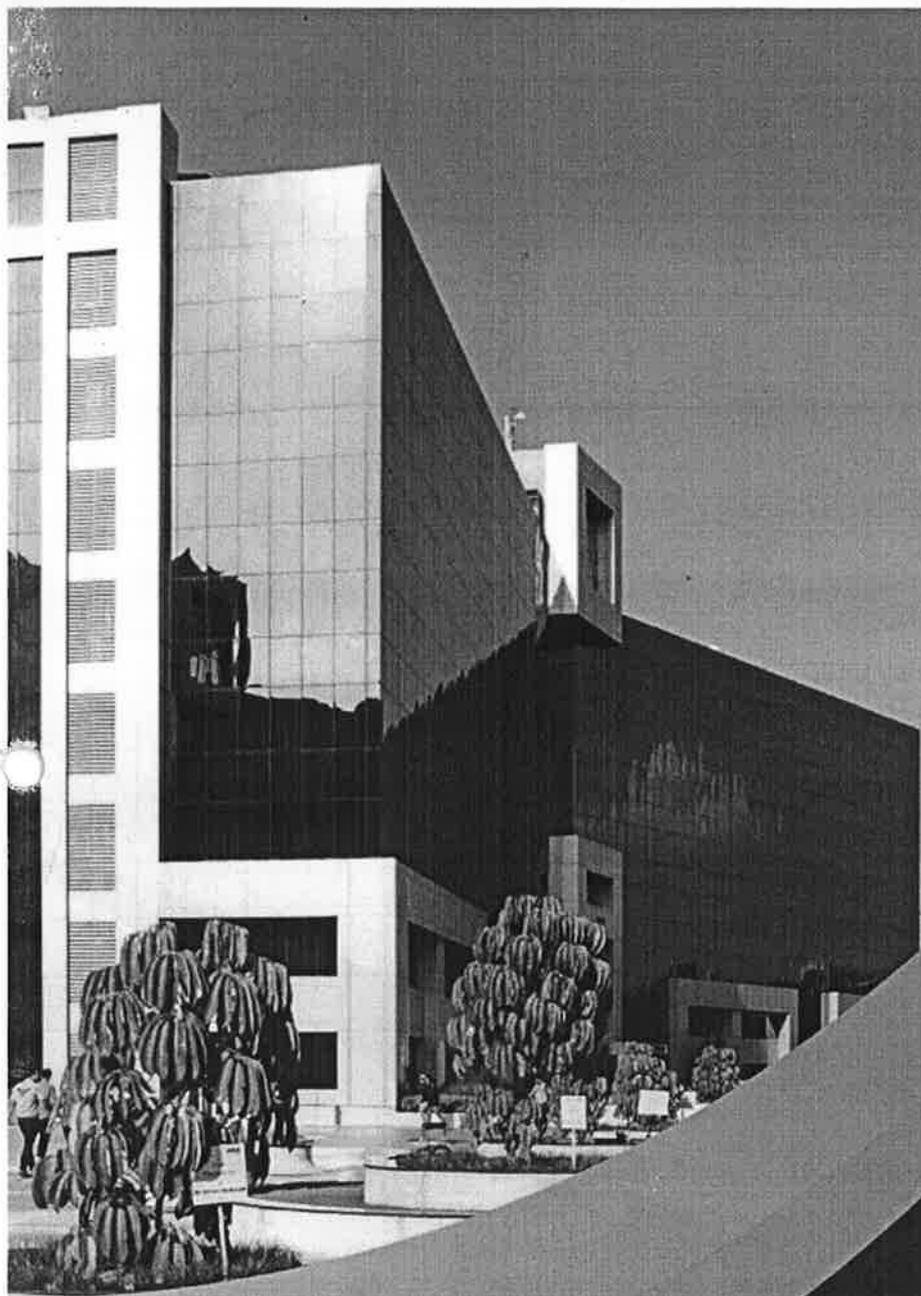
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

**Mr. Om Suresh Gaye**

\_\_\_\_\_  
**Signature**

IT Branch  
2021 Batch



# EMPLOYMENT AGREEMENT

Dear **Sachin**,

*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 DOES 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: January 25, 2021  
Mr. Sachin Sahil

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a)	<b>Position</b> 	<b>Software Engineering Associate</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	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)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g)	<b>Annual Vacation</b> 	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)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	<b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j)	<b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Sachin Sahil**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

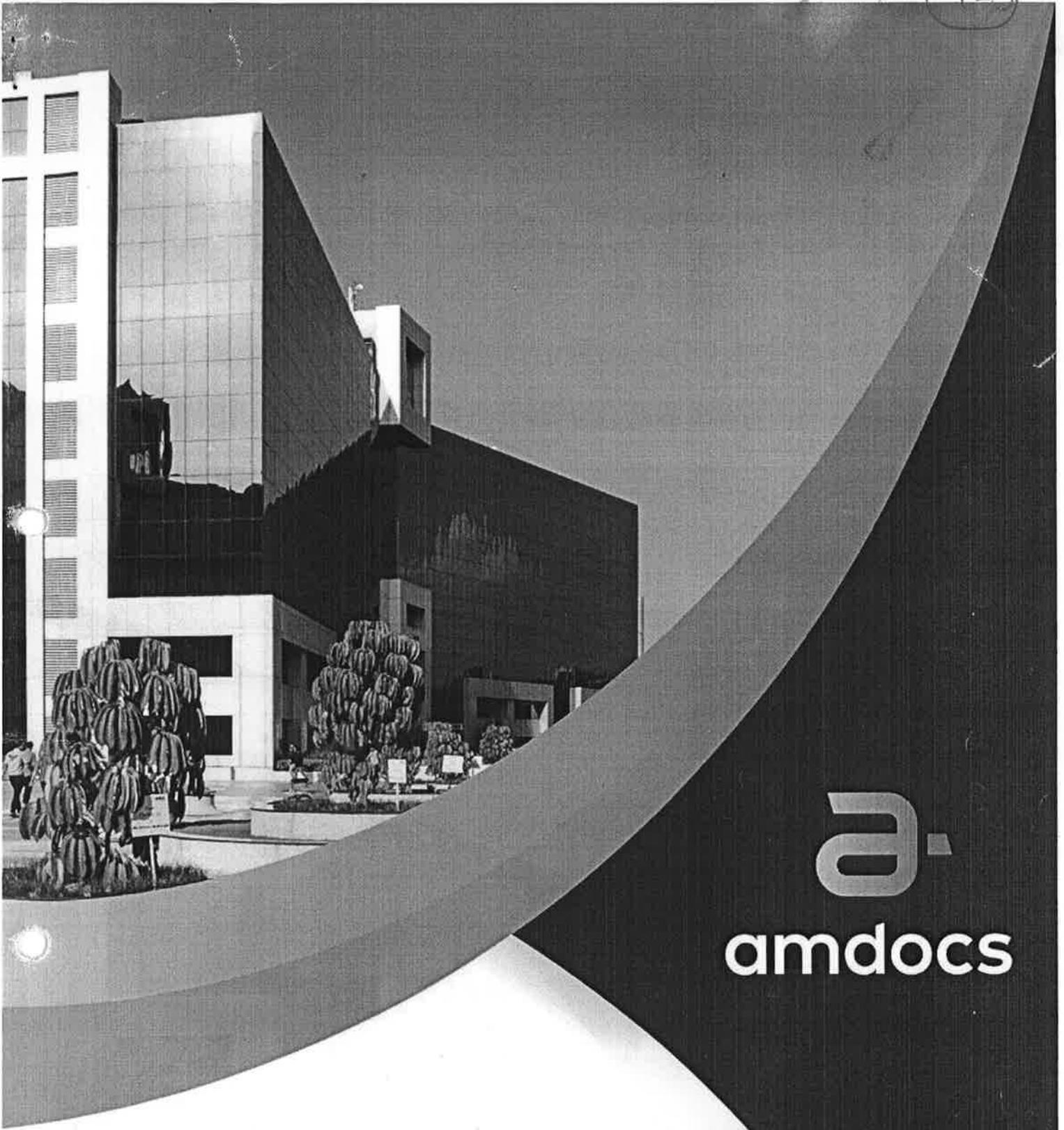
\_\_\_\_\_  
**Talent Acquisition Manager**

**Mr. Sachin Sahil**

\_\_\_\_\_  
**Signature**

IT Branch  
2021 Batch

129



a.  
amdocs

# EMPLOYMENT AGREEMENT



Dear **Sanjay**,

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 DOES 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: January 25, 2021  
Mr. Sanjay Hanumant Sherkhane

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a)	<b>Position</b> 	<b>Software Engineering Associate</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	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)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g)	<b>Annual Vacation</b> 	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)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	<b>Maternity Benefits</b>	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j)	<b>Benefits Plans</b>	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. You shall treat this agreement as strictly confidential and not disclose its content to any person without Amdocs' prior written approval.

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- (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:
- i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Sanjay Hanumant Sherkhane**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## **Exhibit A**

### **Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement**

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("**Agreement**") is entered into between **Amdocs Development Centre India LLP**. ("**Amdocs**"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### **1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) **Specific Performance.** 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) **Indemnification.** 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) **Severability.** 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**, shall be 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.

**Amdocs Development Centre India LLP.**

**Mr. Sanjay Hanumant Sherkhane**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

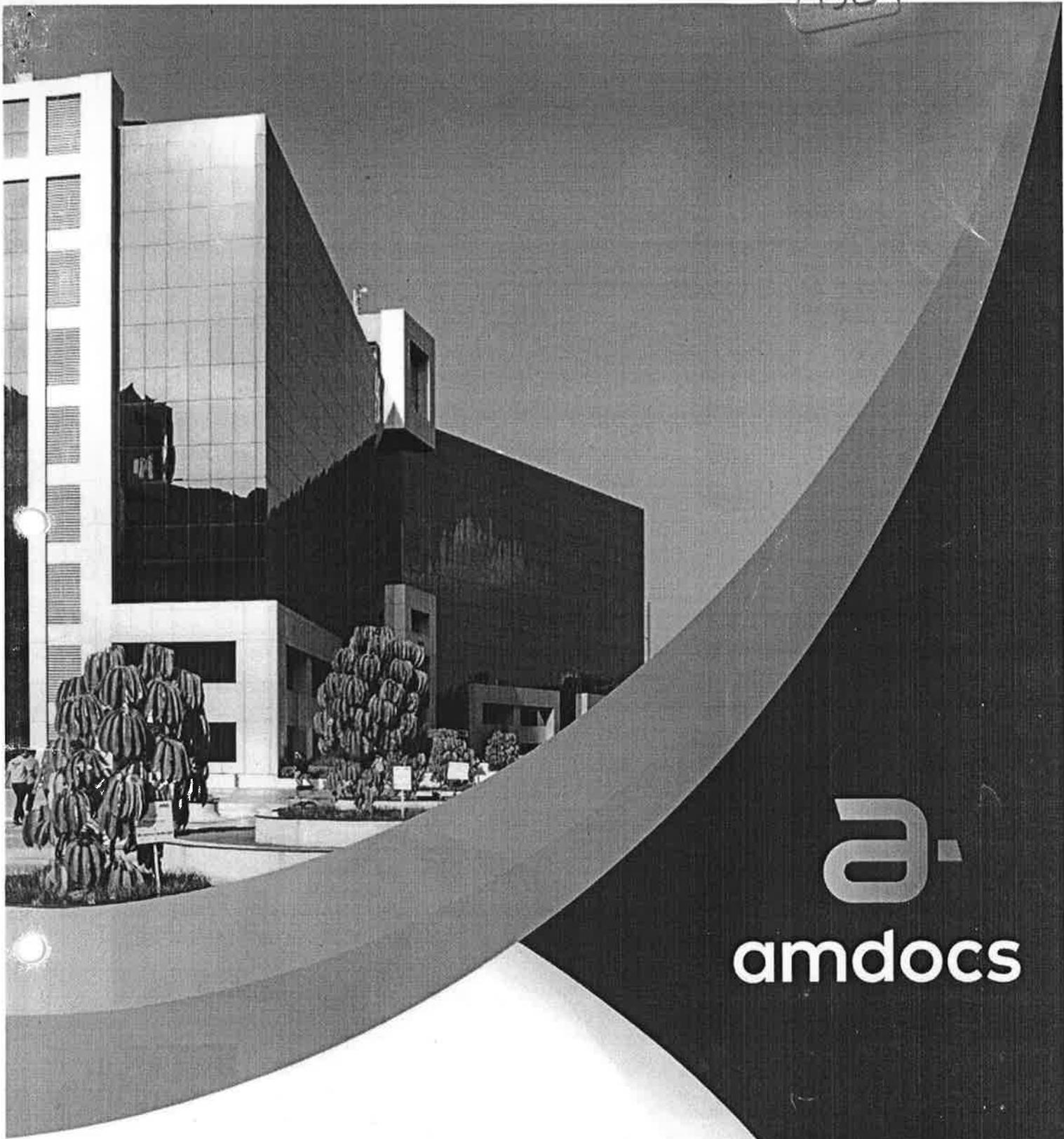
\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

IT Branch

2021 Batch

130 + 148



**a.**  
**amdocs**

# EMPLOYMENT AGREEMENT



Dear **Shubham**,

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 DOES 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: January 25, 2021  
Mr. Shubham Tatyaso Katte

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) Background Checks. 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) Severability. 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,  
EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Shubham Tatyaso Katte**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

**Mr. Shubham Tatyaso Katte**

E-LOCK EVALUATION SIGNATURE

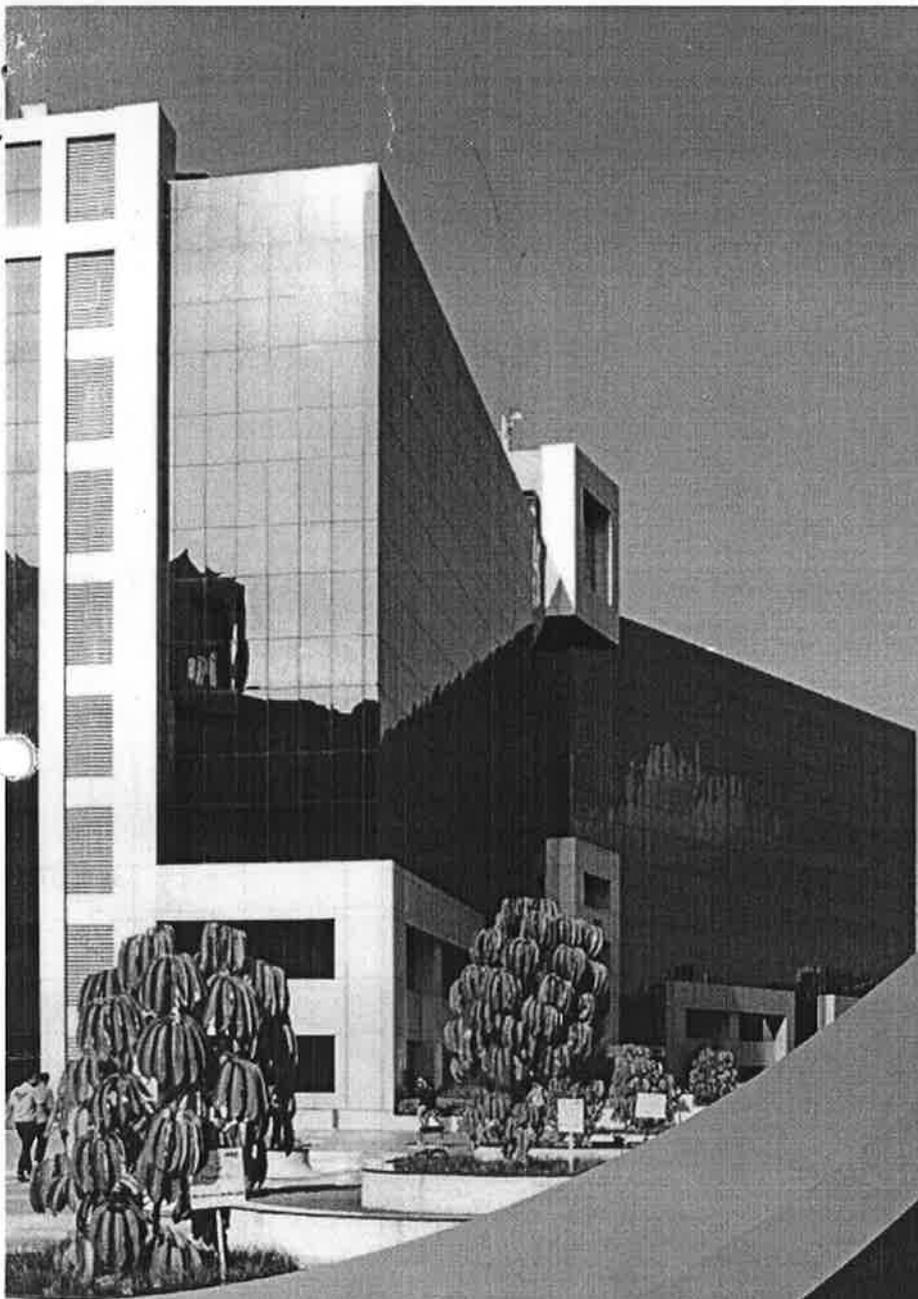
Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**

IT Branch

2021 Batch



amdocs

# EMPLOYMENT AGREEMENT

Dear **Vikas**,

*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 DOES 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: January 25, 2021  
Mr. Vikas Nijgun Biradar

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"> <li>Basic salary - INR 200000.00</li> <li>House Rent Allowance - INR 200000.00</li> <li>Provident Fund (employer contribution) - INR 24000.00</li> <li>Leave Travel Allowance - INR 76000.00</li> </ol> <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(j) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) Supporting Documents. 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) Confidentiality of this Agreement. 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:
  - i. 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 compliance, for 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) **Background Checks.** 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) **Severability.** 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Vikas Nijgun Biradar**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

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#### 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

**Mr. Vikas Nijgun Biradar**

\_\_\_\_\_  
**Signature**

IT Branch

2021 Batch

10/10/21



Vikas Singh <vssingh@mitaoe.ac.in>

132

### Fwd: Select Candidates - MIT AOE and MIT WPU

1 message

Mon, Mar 7, 2022 at 2:04 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth\_pendse@persistent.com>  
Date: Thu, Sep 17, 2020 at 6:39 PM  
Subject: Select Candidates - MIT AOE and MIT WPU  
To: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>  
Cc: Campus <campus@persistent.com>

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Thank so much for all the support!!

PFB the student shortlisted for Higher Package – we will schedule her interview very soon.

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Thanks,

—

**Siddharth Shrikant Pendse.**  
Campus Hiring

| Tel: +91-20-67035799 | Cell: +91 9011991122 |

siddharth\_pendse@persistent.com



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133

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Thanks,

—

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Campus Hiring

| Tel: +91-20-67035799 | Cell: +91 9011991122 |

siddharth\_pendse@persistent.com



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Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

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Campus Hiring

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12	Vaibhav Deodhe	vaibhavkdd@gmail.com	MIT WPU	4.51 LPA



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2<sup>nd</sup> November 2020  
Pragati Shamrao Gaikwad  
Pune

**Sub: Letter of Intent**

Dear Pragati,

We are pleased to welcome you to Xebia family which is on the threshold of exponential growth. Every activity in Xebia is based on the foundation of four core values. With our 4 Values - People First; Sharing Knowledge; Quality without Compromise and Customer Intimacy - we all together create, maintain and strengthen our knowledge culture.

You will be designated as "Trainee" and the joining location will be **Gurgaon**. Your employment will be subject to the Standard Terms and Conditions of Employment of Xebia IT Architects and will be governed by various policies, rules and guidelines of Xebia IT Architects. It will also be guided by the core values and beliefs of Xebia IT Architects.

You would be entitled for stipend of **Rs. 10,000 during your internship period** which is till the time your graduation is completed and based on your performance your compensation would be revised to **Rs. 6,55,323/- (Rupees Six Lakh Fifty Five Thousand Three Hundred and Twenty Three Only)** per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with Xebia IT Architects is subject to your performance during your internship and the successful completion of your course with a minimum 70 % passing marks along with confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by Xebia IT Architects. **In addition, you will be required to commit and sign a service agreement of 2 years once you join the organization.**

We would like you to join us on or before 2<sup>nd</sup> Jan,2021. In case you do not report on the said date, this offer will stand cancelled. A formal appointment letter will be issued to you on your joining the organization. Please report to the HR Department at 1000 hours and get in touch with the HR department on your joining date to complete all joining formalities along with the following documents:

- Copy of Educational Certificates
- Medical Fitness Certificate
- Identity and address Proof
- Passport copy
- Two passport size photographs for HR records

**You are required to submit the originals and self-attested copies of all the documents mentioned herein above on the date of joining Xebia IT Architects. The originals will be returned after verification.**

Kindly sign the duplicate copy of this letter as a token of your confirmation and in acceptance of the above. We request you to keep the terms of the offer strictly confidential. **We are confident that you will contribute to the values of the organization and wait to welcome you to the Xebia IT Architect family.**

Sincerely,  
Garima Gupta  
Xebia IT Architects India Pvt Ltd

Accepted (Candidate Name)



2<sup>nd</sup> November 2020  
Pragati Shamrao Gaikwad  
Pune

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Sincerely,  
Garima Gupta  
Xebia IT Architects India Pvt Ltd

Accepted (Candidate Name)

138

Vignet IT Solutions Pvt. Ltd.

Building D, 5<sup>th</sup> Floor  
West End III, Aundh, Pune-07  
Ph. 8956131485  
www.vignetcorp.com  
CIN:U72200PN2010PTC135447



Date: 12/10/2020

To: **Pavan Patil**  
**Subject: Offer Letter**

Dear **Pavan**,

Congratulations 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 Only) per annum.**  
A detailed break-up of your monthly salary is given in Annexure 1.

Your Date of Joining is **14<sup>th</sup> June 2021**. Your reporting time will be 11.00 am. This offer is valid for a period of **2 days** from the date of issue.

You will be on probation for a period of 6 months from the date of joining. Confirmation of your service in the Company shall depend upon your satisfactory performance during the probation period.

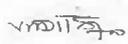
The offer is contingent upon you providing us the copies of the required documents and information as requested by the human resources department at the time of your joining.

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 immediate 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.



  
Authorized Signatory  
Vaishali Gandhi  
VP Operations and HR

## Vignet IT Solutions Pvt. Ltd.

Building D, 5<sup>th</sup> Floor  
West End III, Aundh, Pune-07  
Ph. 8956131485  
www.vignetcorp.com  
CIN:U72200PN2010PTC135447



### Annexure 1 Annual Salary Break-up

Date: 12/10/2020

Name: Pavan Patil

Designation: Software Engineer

Compensation Break-up		
Components	Monthly	Remarks
Basic	15000.00	Taxable
HRA	6000.00	Tax exempt if rent receipts are produced
Special Allowance	4200.00	Taxable
Leave Travel Allowance (LTA)	3000.00	LTA exemption is available for only two journeys performed in a block of four calendar years
Car Reimbursement	2400.00	Optional - Rs.1800 would be calculated as Perquisite where Cubic Capacity of engine does not Exceed 1.6 liters above 1.6 liters Rs.2400
Driver Reimbursement	900.00	Optional - Rs.900 would be calculated as Perquisite
Telephone Reimbursement	1000.00	Any allowance paid to meet the expenditure for telephone expenses
Professional Development Reimbursement	1000.00	The maximum limit can be up to Rs.1500 depending upon the policy of the company.
Meal Allowance	2200.00	Optional Rs.2200 or 1100 per month
Employer Provident Fund (PF)	1800.00	Forms 12% of Basic; OR Should be min. Rs.1800 per month
<b>Annual Fixed Cost to Company (CTC)</b>	<b>4,50,000.00</b>	

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

For Vignet IT Solutions Pvt. Ltd.



*Vaishali Gandhi*  
Authorized Signatory  
Vaishali Gandhi  
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ACCEPTANCE OF 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 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 \_\_\_\_\_.

Name: Pavan Patil

Signature:

Date:

IT Branch  
2021 Batch

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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

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Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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T I  
H202



22-Mar-2021

Dear **Padmaja Bollu**,  
B.Tech/B.E., Information Technology  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14863572**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**



## Compensation and Benefits

**Name:** Padmaja Bollu

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



## **Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

## **Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

IT Branch  
2021 Batch

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0220180193	14863572	Padmaja	Bollu	padmajabollu20@gmail.com	9284219956	B. Tech/B. E.	Information T	Maharashtra Institute of Technology, Pune
0120170215	14967918	Sandesh	Deshmukh	deshmukhsandesh26@gmail.com	9922807613	B. Tech/B. E.	Information T	Maharashtra Institute of Technology, Pune

LCI

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
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32K

0120170464	14967986	Shalni	Kumari	shalni.aashi@gmail.com	7756953431	B. Tech/B. E.	Information T	Maharashtra Institute of Technology, Pune
0120170517	14968004	Shivam	Mahale	shivammahale123@gmail.com	9561113106	B. Tech/B. E.	Information T	Maharashtra Institute of Technology, Pune
0120170365	14968065	Shiveta	Rathod	smrathod247@gmail.com	9028621890	B. Tech/B. E.	Information T	Maharashtra Institute of Technology, Pune

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To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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0120170464	14967986	Shalni	Kumari	shalni.aashi@gmail.com	7756953431	B.Tech/B.E.	Information T	Maharashtra Institute of Technology,P une
0120170517	14968004	Shivam	Mahale	shivammahale123@gmail.com	9561113106	B.Tech/B.E.	Information T	Maharashtra Institute of Technology,P une
0120170365	14968065	Shweta	Rathod	smrathod247@gmail.com	9028621890	B.Tech/B.E.	Information T	Maharashtra Institute of Technology,P une

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Ashok Ranjith Rajasekaran

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0120170365	14968065	Shweeta	Rathod	smrathod247@gmail.com	9028621890	B.Tech/B.E.	Information T	Maharashtra Institute of Technology,P une

152

Fwd: MIT- Final Shortlists

1 message

Fri, Mar 11, 20

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
To: Vikas Singh <vssingh@admin.maepune.ac.in>

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

From: Shaikh, Wasima, Vodafone Group <Wasima.Shaikh@vodafone.com>

Date: Thu, Dec 24, 2020, 11:53 AM

Subject: MIT- Final Shortlists

To: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>, hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

HI Team,

Please send an acknowledgement on the list of shortlisted candidates and confirm their joining at \_VOIS.

Thanks,  
Wasima Shaikh

General

From: Shaikh, Wasima, Vodafone Group

Sent: Tuesday, December 22, 2020 10:20 AM

To: director.iac@mitpune.edu.in; hemant.mali@mitwpu.edu.in; jdpatkar@mitaoe.ac.in

Subject: MIT- Interview Feedback

HI Team,

PFB the interview feedback.

Please acknowledge the selection and confirm their joining with \_VOIS.

Full Name	Email id	AMCAT ID	College	Tech Feedback	HR&P Feedback
Harsh Mehta	harshnageshmehta@gmail.com	124060286050459	MIT	Selected	Selected
Diksha Naik	dikshanaik14@gmail.com	124060286326991	MIT	Selected	Selected
Yash Borse	iyashborse@gmail.com	124060286616352	MIT	Rejected	Rejected
Navneet Kumar	nav.ansu2017@gmail.com	124060286139540	MIT	Rejected	Rejected

Thanks,

cid:image002.png@01D5DCF0.706DBF40

Wasima Shaikh

Resourcing

Vodafone Intelligent Solutions

Business@Mantri, Tower A, 3rd to 4<sup>th</sup>

Floor, Wing A1&A2 and Tower B,4th

Floor, Wing B1&B2, Survey  
No.197,

Hissa No. 2+4 to 7B, Nagar Road,

Lohegaon,Pune-411014.

[Wasima.shaikh@vodafone.com](mailto:Wasima.shaikh@vodafone.com)

cid:image004.png@01D5DCF1.AF4AC680

C2 General

4 attachments

\_VOIS image001.png  
2K



image002.png  
50K

\_VOIS image001.png  
2K

MIT - Shortlisted students.xlsx  
29K

Full name	Email id	AMCAT ID	College	Date	Tech Feedback	HRBP Feedback
Shweta Panhalkar	shwetapanhalkar4@gmail.com	124060286586692	MIT WPU	17-Dec-20	selected	selected
Aakriti Bhat	aakriti43bhat@gmail.com	124060286820913	MIT WPU	17-Dec-20	selected	selected
Vrushabh Shah	vrushabhshahs@gmail.com	124060286536974	MIT WPU	17-Dec-20	selected	selected
Ishita Kothari	ishitakothari24@gmail.com	124060286714134	MIT WPU	17-Dec-20	selected	selected
Astha Kawatra	kawatraastha.ak@gmail.com	124060286221592	MIT WPU	17-Dec-20	selected	selected
Vignesh Iyer	vigneshiyer666666@gmail.com	124060286777189	MIT WPU	17-Dec-20	selected	selected
Konika Sharma	konikadutta2991@gmail.com	124060286843521	MIT WPU	17-Dec-20	selected	selected
Shreya Sathre	shreyasathe10@gmail.com	124060286466320	MIT WPU	17-Dec-20	selected	selected
Tanisha Dhopeswar	tanishadhopeswar13@gmail.com	124060286072425	MIT WPU	17-Dec-20	selected	selected
Anisha Bhandare	anisha.bhandare@gmail.com	124060286077002	MIT WPU	17-Dec-20	selected	selected
Nitish Warbhe	ndwarbhe@mitaoe.ac.in	124060286419024	MIT WPU	17-Dec-20	selected	selected
<b>Devendra Dahale</b>	<b>dhdahale@mitaoe.ac.in</b>	<b>124060286905781</b>	<b>MIT WPU</b>	<b>17-Dec-20</b>	<b>selected</b>	<b>selected</b>
Samarth Vaishampayan	vaishampayan.samarth@gmail.com	124060286144456	MIT WPU	17-Dec-20	selected	selected
manas yeole	manasyeoleoct9905@gmail.com	124060286245436	MIT WPU	17-Dec-20	selected	selected
Roshni Bhirad	roshnibhirad7@gmail.com	124060286869410	MIT WPU	17-Dec-20	selected	selected
Vivek Ray	vivekray903@gmail.com	124060286138352	MIT WPU	17-Dec-20	selected	selected
Piyush Sonwane	ppsonwane@mitaoe.ac.in	124060286869392	MIT WPU	17-Dec-20	selected	selected
Shifani Ram	shifani99@gmail.com	124060286424976	MIT WPU	17-Dec-20	selected	selected
Rakshit Singh	rakshitranjan99@gmail.com	124060286804439	MIT WPU	17-Dec-20	selected	selected
Supriya Joshi	supriyajoshi@mitaoe.ac.in	124060286771402	MIT WPU	17-Dec-20	selected	selected
Suyash Kulkarni	suyashk28@gmail.com	124060286488515	MIT WPU	17-Dec-20	selected	selected
Pranav Tagare	pranavtagare14@gmail.com	124060286418203	MIT WPU	17-Dec-20	selected	selected
Abhishhek Abhyankar	abhishhekabhyankar2099@gmail.com	124060286085016	MIT WPU	17-Dec-20	selected	selected
dev bakiwal	devbakiwal@gmail.com	124060286108218	MIT WPU	17-Dec-20	selected	selected
Rutuja Bagale	rabagale@mitaoe.ac.in	124060286173015	MIT WPU	17-Dec-20	selected	selected
Om Javare	om.javare@gmail.com	124060286386537	MIT WPU	17-Dec-20	selected	selected
Madhura Patil	madhurapatil2205@gmail.com	124060286132564	MIT WPU	17-Dec-20	selected	selected
Yogesh Zalte	ybzalte@mitaoe.ac.in	124060286198137	MIT WPU	18-Dec-20	Selected	Selected
Nikhil Kiwale	npiwale@mitaoe.ac.in	124060286383079	MIT WPU	18-Dec-20	Selected	Selected
Grace Hoosur	gggh1999@gmail.com	124060286117611	MIT WPU	18-Dec-20	Selected	Selected
Vishvesh Kulkarni	vishvesh.kulkarni1999@gmail.com	124060286214794	MIT WPU	18-Dec-20	Selected	Selected
Raghavendra Chate	rmchate@mitaoe.ac.in	124060286392909	MIT WPU	18-Dec-20	Selected	Selected

KS3

**Fwd: Softlink International Pvt. Ltd: Campus Selections**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:31 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Wed, Jan 13, 2021 at 11:11 AM  
Subject: Softlink International Pvt. Ltd: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

Softlink International Pvt. Ltd. has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment.

- 1. Tushar Shelar - B Tech Information Technology
- 2. Pratiksha Mandalik - B Tech Computer Science

Remuneration offered by the company is Rs. 4.5 Lacs CTC for the first 6 months of probation period, and Rs.5.20 Lacs after confirmation from 7th month onwards.

Forwarding herewith the confirmation mail received from company for reference.

Regards

Anil Kumar Pacha  
Training & Placement

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

From: **Jagdeesh Motegowda** <jagdeesh@softlinkinternational.com>  
Date: Tue, Jan 12, 2021 at 10:07 PM  
Subject: RE: MIT-WPU, Pune: List of students applied for Softlink International Pvt. Ltd\_2021 batch.  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hello,

- 1. Based on aptitude test and interview rounds, we are pleased to offer employment opportunity to below candidates.

Joining date would be first week of July, 2021.

**Congratulations and best wishes to all !**

FullName	Email	Mobile	Status
Srushti Chikte	srushtichikte@gmail.com	9657979480	Selected

Chinmayee Kulkarni	<a href="mailto:k.chinmayee8@gmail.com">k.chinmayee8@gmail.com</a>	9168546565	Selected
Sharvari Jadhav	<a href="mailto:sharvarijadhav2727@gmail.com">sharvarijadhav2727@gmail.com</a>	7083682727	Selected
Raj Dhamdhare	<a href="mailto:rajdhamdhare2112@gmail.com">rajdhamdhare2112@gmail.com</a>	7276723200	Selected
Tushar Shelar	<a href="mailto:tlshelar@mitaoe.ac.in">tlshelar@mitaoe.ac.in</a>	9834182288	Selected
Pratiksha Mandalik	<a href="mailto:pmmandalik@mitaoe.ac.in">pmmandalik@mitaoe.ac.in</a>	9657329530	Selected

2. We would like to keep below student on waitlist for now.

Please allow her to attend next campus drives.

We would contact you in future, if required.

Vrushali Chavan	<a href="mailto:vdchavan@mitaoe.ac.in">vdchavan@mitaoe.ac.in</a>	8459807583	Waitlist
-----------------	------------------------------------------------------------------	------------	----------

### 3. Next Steps:

- SoftLink will send digital offer letters to selected candidates at their registered email addresses by March 2021.
- Candidates are supposed to review and digitally sign to accept it.

**Students are expected to bring below documents at the time of joining: (July, 2021)**

- Passport size photo
- Copy of Resume
- Marksheets/Certificates for verification
- College identity card

Let's know if there are any queries.

Thanks & Regards,

**Jagdeesh Motegowda** | Sr. Manager | SoftLink International Pvt. Ltd. | OPD | Pune, India

[www.Softlinkinternational.com](http://www.Softlinkinternational.com) | [Jagdeesh@Softlinkinternational.com](mailto:Jagdeesh@Softlinkinternational.com)

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
 to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
 date: Jan 18, 2021, 1:48 PM  
 subject: RE: MIT - Online test Result  
 mailed- coforgetech.com  
 by:  
 signed- coforgetech.com  
 by:  
 security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	<a href="mailto:ankita-kumari@mitaoe.ac.in">ankita-kumari@mitaoe.ac.in</a>	9110190351
Abhijeet Sunil Jadhav	<a href="mailto:abhijadhav@mitaoe.ac.in">abhijadhav@mitaoe.ac.in</a>	7030100044
Roshani Mohan Nidhore	<a href="mailto:roshaninidhore29@gmail.com">roshaninidhore29@gmail.com</a>	8605827195
Swapnil Sagar	<a href="mailto:swapnil.swapnil.sagar946@gmail.com">swapnil.swapnil.sagar946@gmail.com</a>	8092288373
Vaishnavi Pingale	<a href="mailto:vrpingale@mitaoe.ac.in">vrpingale@mitaoe.ac.in</a>	8600849616
✓ PATEL DEEP NILESHBHAI	<a href="mailto:dnpatel@mitaoe.ac.in">dnpatel@mitaoe.ac.in</a>	8849767898
Shreya Babar	<a href="mailto:sibabar@mitaoe.ac.in">sibabar@mitaoe.ac.in</a>	7757894414
✓ Monika Lokhande	<a href="mailto:monikaslokhande@gmail.com">monikaslokhande@gmail.com</a>	9373279478
Gaurav Medhane	<a href="mailto:gjmedhane@mitaoe.ac.in">gjmedhane@mitaoe.ac.in</a>	8669740166
Pallabi Mandal	<a href="mailto:mandalpallabi1999@gmail.com">mandalpallabi1999@gmail.com</a>	9.18825E+11
Shubhra Patre	<a href="mailto:Shubhrapatre7@gmail.com">Shubhrapatre7@gmail.com</a>	7756090178
Prince Raj	<a href="mailto:99princeraj@gmail.com">99princeraj@gmail.com</a>	8875830060
Tushar Chaudhari	<a href="mailto:tushar.c8942@gmail.com">tushar.c8942@gmail.com</a>	9588454481
Apurva Shrivastava	<a href="mailto:ashrivaatava306@gmail.com">ashrivaatava306@gmail.com</a>	7303251043
Shubham Mishra	<a href="mailto:shubh123bham@gmail.com">shubh123bham@gmail.com</a>	8668973417
Amar Nagargoje	<a href="mailto:amardnagargoje@gmail.com">amardnagargoje@gmail.com</a>	9637844377
Deepika Saikia	<a href="mailto:sparshsaikia@gmail.com">sparshsaikia@gmail.com</a>	8721026704
Monti Patel	<a href="mailto:montipatel1997@gmail.com">montipatel1997@gmail.com</a>	8987572733
Rushikesh Jadhav	<a href="mailto:justjadhav.1.9.9.8@gmail.com">justjadhav.1.9.9.8@gmail.com</a>	9763580186
Vraj Shah	<a href="mailto:shahvraj225@gmail.com">shahvraj225@gmail.com</a>	9822319639
Pratik Rameshwar Shende	<a href="mailto:prshende@mitaoe.ac.in">prshende@mitaoe.ac.in</a>	9834766015

Thanks.

Regards,  
 Pooja Khurana Sehgal

**Coforge Limited**  
 (Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)





**List of Documents Required to be Submitted within 7 days of Signing of Offer Letter:**

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- Present address proof
- Permanent address proof - 2 copies
- Aadhar Card - Mandatory - 3 copies
- Pan card - Mandatory - 2 copies
- 4 Passport Size Photos
- Relieving letter from previous employer (if applicable) \*
- Certificate of last exam passed
- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

\*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

**ANNEXURE - I**

Fixed Components	Monthly	Annual
Basic	23,333.33	280,000.00
HRA	9,333.33	112,000.00
Special Allowance	23,866.67	286,400.00
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
<b>Gross Salary</b>	<b>58,333.33</b>	<b>700,000.00</b>
<b>Bonus/Performance Pay*</b>		<b>70,000.00</b>
Medical and Accidental Insurance		4,000
Gratuity		13,462
<b>Total CTC</b>		<b>787,462.00</b>
Less:		
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Employee contribution(12% of Basic+ Special Allowance)	1,800.00	21,600.00
Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

**Note:**

1. Income tax will be calculated at actual as per income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.do

Director



Accepted By

Shubham Tatyaso Katte



IT Dept

2021 Bat Ch

156



### Offer Letter

Date: 29<sup>th</sup> January, 2021

To,

Gaurav Jagdish Medhane,

**Permanent Address:** Sarswatiwadi Deola Nashik Maharashtra

**Contact Details:** 8669740166

Dear Gaurav,

K2V2 Technologies Pvt. Ltd. (Sell.do) is pleased to extend you an offer as **Product Engineer**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining will be **5<sup>th</sup> July 2021**.

Your agreed Annual CTC will be **787,462.00/-** The breakup of the same is in Annexure - I.

#### Clause:

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment if it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01-month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be **5<sup>th</sup> July 2021** with full understanding.
3. **Background Verification – K2V2 Technologies Pvt. Ltd. (Sell.do)** adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

**Note:** Based on certain business requirement and statutory rules **K2V2 Technologies Pvt. Ltd. (Sell.do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Pvt. Ltd. (Sell.do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Pvt. Ltd. (Sell.do)** will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 30<sup>th</sup> January 2021. We look forward to your response.



IT Dept  
2024 Batch



**List of Documents Required to be Submitted within 7 days of Signing of Offer Letter:**

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- Present address proof
- Permanent address proof – 2 copies
- Aadhar Card – Mandatory – 3 copies
- Pan card – Mandatory – 2 copies
- 4 Passport Size Photos
- Relieving letter from previous employer (if applicable) \*
- Certificate of last exam passed
- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

\*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

**ANNEXURE – I**

Fixed Components	Monthly	Annual
Basic	23,333.33	280,000.00
HRA	9,333.33	112,000.00
Special Allowance	23,866.67	286,400.00
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
<b>Gross Salary</b>	<b>58,333.33</b>	<b>700,000.00</b>
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Employee contribution(12% of Basic+Special Allowance)	1,800.00	21,600.00
Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

Note:

1. Income tax will be calculated at actual as per income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.do

Director



Accepted By

Gaurav Jagdish Medhane

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Offer Letter

Date: 2nd February, 2021

To,  
Shyam Vasant Pandav,

Permanent Address: Ward No.25, Telipura, Shegaon, Buldhana, MH, India - 444203

Contact Details: 8378909868

Dear Shyam,

K2V2 Technologies Pvt. Ltd. (Sell.do) is pleased to extend you an offer as **Product Engineer**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining will be **5<sup>th</sup> July 2021**.

Your agreed Annual CTC will be **787,462.00/-** The breakup of the same is in Annexure - I.

Clause:

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment if it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01-month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be **5<sup>th</sup> July 2021** with full understanding.
3. **Background Verification – K2V2 Technologies Pvt. Ltd. (Sell.do)** adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

**Note:** Based on certain business requirement and statutory rules **K2V2 Technologies Pvt. Ltd. (Sell.do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Pvt. Ltd. (Sell.do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Pvt. Ltd. (Sell.do)** will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 3<sup>rd</sup> February 2021. We look forward to your response.



**List of Documents Required to be Submitted within 7 days of Signing of Offer Letter:**

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- Present address proof
- Permanent address proof – 2 copies
- Aadhar Card – Mandatory – 3 copies
- Pan card – Mandatory – 2 copies
- 4 Passport Size Photos
- Relieving letter from previous employer (if applicable) \*
- Certificate of last exam passed
- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

\*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

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Employee contribution(12% of Basic+Special Allowance)	1,800.00	21,600.00
Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

Note:

1. Income tax will be calculated at actual as per income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.do

Director



Accepted By

Shyam Vasant Pandav

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**Offer Letter**

**Date:** 2nd February, 2021

To,  
Atharva Santosh Deshpande,

**Permanent Address:** Keshavnagar, Near Gulmohar Market, Chinchwadgaon, Pune 411033

**Contact Details:** 7218340969

**Dear Atharva,**

K2V2 Technologies Pvt. Ltd. (Sell.do) is pleased to extend you an offer as **Product Engineer**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining will be **5<sup>th</sup> July 2021**.

Your agreed Annual CTC will be **787,462.00/-** The breakup of the same is in Annexure - I.

**Clause:**

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment if it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01-month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be **5<sup>th</sup> July 2021** with full understanding.
3. **Background Verification – K2V2 Technologies Pvt. Ltd. (Sell.do)** adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

**Note:** Based on certain business requirement and statutory rules **K2V2 Technologies Pvt. Ltd. (Sell.do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Pvt. Ltd. (Sell.do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Pvt. Ltd. (Sell.do)** will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 3<sup>rd</sup> February 2021. We look forward to your response.



**List of Documents Required to be Submitted within 7 days of Signing of Offer Letter:**

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

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- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

\*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

**ANNEXURE - I**

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<b>Bonus/Performance Pay*</b>		<b>70,000.00</b>
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Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

Note:

1. Income tax will be calculated at actual as per income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.do

Director



Accepted By

Atharva Santosh Deshpande

K2V2 Technologies Private Limited

www.sell.do

Registered Office: 2nd & 3rd Floor, H.No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Sumakirti Cars, Mahalunge, Pune, Maharashtra - 411 052, INDIA. Phone: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

Corporate Identity Number : U22900PN2009PTC192955 | Email : info@sell.do

Ref: DM/HR/2020-21/1690  
Date: 4<sup>th</sup> Feb 2021.

CONFIDENTIAL

**Tanuja Purushottam Minde,**

SUB: Offer Letter

Dear Tanuja,

With reference to your application and interviews, we are pleased to offer you position of Associate Engineer - II at Datametica Solutions Private Limited. Your compensation on a cost to the company (CTC) basis will be Rs.4,50,000/- (Four Lakhs Fifty Thousand Only) per annum and will be payable as per details mentioned in your Appointment Letter.

All applicable taxes, including taxes levied on the remuneration, benefits / perquisites payable to the you provided by the Company, statutory contributions made by the company on your behalf shall be entirely borne and paid by you.

A detailed letter of appointment containing other terms and conditions will be issued to you on joining. On joining, you will be governed by company's policies and procedures from time to time. Your continuation of employment i.e after joining the company will be subject to successful completion of graduation.

#### **Consent Regarding Personal Data**

a) This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record.

b) You hereby understand and consent to Company, without any reservations, to (i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or any matters arising from such employment, and (iii) sharing such data with any outside agencies or third parties including Company's client for

verification and validation of this information, processing in relation to employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations.

c) You understand that you may withdraw the consent by informing in writing to Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and any successor laws regarding the subject

### **Service Agreement**

During the period of your employment, the Company will incur considerable amount of time, expenses, skills and hard work for your overall development, improvement, augmentation of skills and performance. You will also receive Company's confidential information during your employment and association with the Company. In consideration whereof, you have undertaken and assured to work for the Company for a minimum period of one year from the date of your appointment and you shall not terminate your employment with the Company in any manner for a minimum period of one year from the date of your joining the Company or else you shall pay the Company forthwith the cost of such skill development and damages of Rs. 1,00,000/- (Rupees One Lakh only).

We would be grateful if you please return the duplicate copy of this letter, duly signed by you as token of your acceptance of the above terms and conditions and indicate your date of joining which should not be later than 9<sup>th</sup> February 2021.

**We welcome you to the family and wish you a prosperous stint with us.**

**Yours truly,**

**For DataMetica Solutions Private Limited**

For DataMetica Solutions Pvt. Ltd.

  
Director

### **Authorized Signatory**

I accept the above terms and conditions.

Signature:

Date:

**Annexure - 1**

<b>Name: Tanuja Purushottam Minde</b>		
<b>Designation</b>	<b>Band</b>	<b>Band 1</b>
<b>Associate Engineer II</b>	<b>Grade</b>	<b>A1</b>
<b>Particulars</b>	<b>Amount per month (InRs.)</b>	<b>Amount per annum (InRs.)</b>
<b>(A)Cash Components</b>		
Basic Salary	₹21,500	₹2,58,000
<b>Total of Cash Components</b>	<b>₹21,500</b>	<b>₹2,58,000</b>
<b>(B) Allowances</b>		
House Rent Allowance	₹6,450	₹77,400
Special Allowance	₹1,549	₹18,590
<b>Total (A)+(B)</b>	<b>₹29,499</b>	<b>₹3,53,990</b>
<b>(C ) Mandatory Debits Including Retirals</b>		
Group Personal Accident Insurance	₹167	₹2,000
Group Mediclaim Insurance	₹833	₹10,000
Company Contribution to EPF	₹1,800	₹21,600
Gratuity	₹1,034	₹12,410
<b>Total of Mandatory Debits and Retirals</b>	<b>₹3,834</b>	<b>₹46,010</b>
<b>Fixed Salary</b>	<b>₹33,333</b>	<b>₹4,00,000</b>
Employee Contribution to EPF	₹1,800	₹21,600
<b>Net In Hand</b>	<b>₹27,699</b>	<b>₹3,32,390</b>
<b>Performance Bonus</b>		<b>₹50,000</b>
<b>Total Cost to Company</b>		<b>₹4,50,000</b>
<i>Please Note:-</i>		
*Your compensation will be subject to statutory deductions, as applicable.		
*Performance Bonus will be disbursed after one year from date of joining as per the policy		
*Gratuity amount will be payable as per Payment of Gratuity Act		

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**Fwd: Infosys Campus : Additional two selections**

2 messages

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Wed, Feb 3, 2021 at 5:26 PM

Infosys has selected the following two additional students of MITAOE (2021 batch), from the recent Campus recruitment:

1. Abhinav Anand - B Tech Information Technology
2. Advet Jadhav - B Tech E & TC

We wish them all the best!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:26 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Wed, Feb 3, 2021 at 4:28 PM  
Subject: Infosys Campus : Additional two selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>, Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

Dear Sir,

Infosys has selected the following two additional students of MITAOE (2021 batch), from the recent Campus recruitment:

1. Abhinav Anand - B Tech Information Technology
2. Advet Jadhav - B Tech E & TC

Forwarding herewith the communication received from the company for reference.  
Other two MITAOE students in the list (Tanay Dhawas & Vaishnavi Pingale) are already placed in other companies.

Regards,

Anil Kumar Pacha  
Training & Placement

On Wed, Feb 3, 2021 at 1:00 PM Manish Singh <manish.singh41@infosys.com> wrote:

Hi Hemanth Sir,

Additional Results :

Candidate Name	Candidate Email	Final Status
Mayuri Kulkarni	mbkulkarni@mitaoe.ac.in	Reject
Pranav Abute	pcabute@mitaoe.ac.in	Reject



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206821767/Pune**  
**Date: 10/01/2021**

Ms. Savita Dattatray Shelar  
Opp. V.T.C. Ground ,Prabhakar Chawl 1 Room No 2Ashele Pada,  
Ashele Pada,  
Ulhasanagar-421004,  
Maharashtra.  
Tel# 91-9356351588

Dear Savita Dattatray Shelar,

**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 **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## RETIRALS

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### 14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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.



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**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 TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Savita Dattatray Shelar</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Mit Academy Of Engineering</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, <b>Bangalore - 560100,Karnataka</b></p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



**4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206828343/Pune**  
**Date: 10/01/2021**

Ms. Megha Bhalchandra Sonaje  
Ganesh Housing Society,  
Ganesh Nagar,  
Kalwan-423501,  
Maharashtra.  
Tel# -

Dear Megha Bhalchandra Sonaje,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206828343**

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati 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, Nauman Point, Mumbai-400 021

TCS Careers Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## RETIRALS

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

TCS Confidential

TCSL/DT20206828343

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati 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, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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.



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**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 TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Megha Bhalchandra Sonaje
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Confidentiality and IP Terms and Conditions**

**Confidentiality and IP Terms and Conditions - Annexure 3:**

**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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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**

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



**4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

IT Branch

2021 Batch

## Contact

[www.linkedin.com/in/sushama-jori](http://www.linkedin.com/in/sushama-jori)  
(LinkedIn)

## Top Skills

C (Programming Language)

C++

Java

## Languages

Marathi (Professional Working)

Hindi (Professional Working)

English (Professional Working)

## Certifications

M001: MongoDB Basics

Git and Command Line Basics

## Honors-Awards

Lila poonawalla Foundation  
Scholarship Award

## Publications

ONE TO MANY PC  
COMMUNICATION USING TCP/IP  
PROTOCOL IN TEXT AND VOICE  
FORMAT

# Sushma Jori

Software Engineer Trainee at Volkswagen IT Services | Technology enthusiast | Web Developer

Pune

## Summary

I'm a coding enthusiast my area of interest includes Data structure and algorithms . I have hands on experience in C and C++, Java.

I also have good knowledge about Database like MySQL and MongoDB.

I am also a passionate about web development in which I have worked on HTML , CSS, Javascript, PHP.

Learning new technologies and innovation has always been my primary goal.

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## Experience

Volkswagen IT Services India Pvt. Ltd.

Software Engineer Trainee

August 2021 - Present (10 months)

Pune, Maharashtra, India

Pixelstat eSolutions Development Pvt. Ltd.

Back End Developer

June 2020 - September 2020 (4 months)

Pune, Maharashtra, India

JACKLEAN VENTURE

Project Lead

June 2019 - July 2019 (2 months)

Pune, Maharashtra, India

A Website for Jacklean Venture.

Reva Tech Software Solution

Intern

May 2017 - July 2017 (3 months)

Manchar, Maharashtra

A Website for Reva Tech Software Solution company Front-end development using Bootstrap CSS Framework.

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Information Technology · (2018 - 2021)

Samarth Polytechnic Belhe

Diploma, Computer Science · (2015 - 2018)

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**MIT** Academy of Engineering

Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

**Fwd: Infogain : Campus selections**

1 message

Wed, Mar 2, 2022 at 3:23 PM

Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
To: Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>  
Cc: "Dr. Shitalkumar Jain" <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>

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

From: Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
Date: Wed, Mar 3, 2021 at 10:51 AM  
Subject: Infogain : Campus selections  
To: R Mathew <[dir.tnp@mitaoe.ac.in](mailto:dir.tnp@mitaoe.ac.in)>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <[dastoorkarpp@mitaoe.ac.in](mailto:dastoorkarpp@mitaoe.ac.in)>, <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>, Mahesh Goudar <[Director@mitaoe.ac.in](mailto:Director@mitaoe.ac.in)>

Dear Sir,

Infogain has selected the following 2021 batch students of MITAOE, for the campus recruitment process:

1. Shreyansh Dange, B Tech - Computer
2. Chandrakant Sham Koli, B Tech - I.T.

Remuneration offered by the company is Rs. 3.50 Lacs per annum CTC.

Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Neelima Trehan <[Neelima.Trehan@infogain.com](mailto:Neelima.Trehan@infogain.com)>  
Date: Tue, Mar 2, 2021 at 4:07 PM  
Subject: Candidates Selected by Infogain - Please ignore previous mail  
To: [centralplacements@mitwpu.edu.in](mailto:centralplacements@mitwpu.edu.in) <[centralplacements@mitwpu.edu.in](mailto:centralplacements@mitwpu.edu.in)>

Dear Team,

Job Location: Pune

I am happy to share 4 candidates have been selected by us to Offer. Attached is the complete list for your reference.

We will be sending their Offer Letters shortly. Please ensure that all of them fill given link for us to roll out Offer  
[https://forms.office.com/Pages/ResponsePage.aspx?id=x1J\\_P7IHsUygeklivgleby47oYKQRjFBIBAH-\\_8ToS1UMFdGQTJRMVhERjZIV1INQjQ2TUtJTUIZSi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=x1J_P7IHsUygeklivgleby47oYKQRjFBIBAH-_8ToS1UMFdGQTJRMVhERjZIV1INQjQ2TUtJTUIZSi4u)

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# SilverBullet

## Employment Letter

**Date: 15<sup>th</sup> March, 2021**

**NISHANT NIMBHORKAR**  
**Pune**

**Dear Nishant,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **1SilverBullet Platforms Private Limited**, starting **15<sup>th</sup> June, 2021** as per the details given below.

At Silverbullet, 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. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**Location:** You will be initially based in **Pune**, but the Company may require you to work at other Company locations in India. The Company will seek to give you reasonable notice for extensive travel requirements if any, taking into account your personal circumstances wherever it is appropriate.

**Compensation:** Your annual CTC shall be as follows –

Particulars	Amount (Rs.)
Fixed Salary	4,50,000/- (inclusive of applicable taxes, social benefit deductions, etc)
Joining Bonus	50,000/- (will be paid post successful completion of probation period of 6 months)
<b>Total</b>	<b>5,00,000/-</b>

We expect you to maintain this information and any future changes in it, as strictly personal and confidential.

**Annual Leave / Public Holidays:** You will be eligible for 12 earned, 6 casual & 6 sick leave per annum. 10 public holidays published by the company at the beginning of the year. Please refer to the Company's Leave Policy for further details in this regard.

**Probationary Period:** You will be on probation for Six (6) months. After completion of probation period, you will be considered as confirmed employee subject to your satisfactory performance unless your probation period is extended in writing. During the first month of probation period if the company is not satisfied with your work and conduct, your services shall be liable to be terminated at any time by giving a seven days' notice in writing without assigning any reasons thereof. Based on performance, this probationary period may be further extended, at the discretion of the Company.

**Notice Period/Termination:** This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 30 days' notice. Post confirmation this contract may be terminated by giving 30 days' notice. In case the performance of the employee is not satisfactory, the company can ask the employee to leave on a 30 days' notice or gross monthly salary in lieu thereof. However, release from the services of the Company will be subject to satisfactory handover of the responsibilities assigned to you with prior approvals from immediate managers and Business Unit heads. 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 member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

In case of termination of the employment on the grounds of misusing company assets, not committing your 100% time to company (deliver services to any other organization while working with the company) leaking confidential official information and data, manipulation, carrying out illegal practices, causing loss of business and impact on company's

clients due to your conduct, harassment against co-worker or act which brings damage to the brand name or the company as a whole etc. (or any other such severe misconduct which Management might deem as critical ground for termination).

IT Branch  
2021 Batch

# SilverBullet

**Private Information Policy:** You will be bound by the 1Silverbullet Private Information Policy as described in for holding in confidence any trade secrets or confidential business and technical information, Codes, IP Security of the Company or its clients.

**Governing Law:** The terms and conditions as stipulated above shall be interpreted in accordance with the laws of India.

**Confidentiality:** The terms of your employment are strictly confidential between you and the Company. Discussion of your compensation with any other party or employee will constitute grounds for dismissal.

**Retirement:** You will retire on the last day of the month in which you complete fifty eight years of age.

**Condition of Hire:** Your employment is based on the information furnished by you in your employment which in the due course is subjected to all other declarations and undertakings. Any false or information furnished as above will lead to your dismissal without notice. Your employment with SilverBullet is dependent on your being healthy and fit to perform your duties, company reserves the right to determine criteria of mental and physical health and medical fitness based on the requirements of the role.

During your employment with the Company you will be governed by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

We believe we can provide you with an atmosphere in which you can develop your professional talents. We look forward to having you join **1SilverBullet Platforms Pvt. Ltd.** Please do not hesitate to contact HR at [sipra.sahu@1silverbullet.tech](mailto:sipra.sahu@1silverbullet.tech), if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For **1SilverBullet Platforms Private Limited**



**Authorised Signatory**

I accept the above offer on the terms indicated and hereby assure that I will abide to all the conditions mentioned.

**Employee Signature:** \_\_\_\_\_

**Date:**

**Signature of HR Representative**

**Date:**

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# SilverBullet

## Employment Letter

Date: 15<sup>th</sup> March, 2021

**KEDAR PARSEWAR**  
Pune

Dear Kedar,

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **1SilverBullet Platforms Private Limited**, starting **15<sup>th</sup> June, 2021** as per the details given below.

At Silverbullet, 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. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**Location:** You will be initially based in **Mumbai**, but the Company may require you to work at other Company locations in India. The Company will seek to give you reasonable notice for extensive travel requirements if any, taking into account your personal circumstances wherever it is appropriate.

**Compensation:** Your annual CTC shall be as follows –

Particulars	Amount (Rs.)
Fixed Salary	4,50,000/- (inclusive of applicable taxes, social benefit deductions, etc)
Joining Bonus	50,000/- (will be paid post successful completion of probation period of 6 months)
<b>Total</b>	<b>5,00,000/-</b>

We expect you to maintain this information and any future changes in it, as strictly personal and confidential.

**Annual Leave / Public Holidays:** You will be eligible for 12 earned, 6 casual & 6 sick leave per annum. 10 public holidays published by the company at the beginning of the year. Please refer to the Company's Leave Policy for further details in this regard.

**Probationary Period:** You will be on probation for Six (6) months. After completion of probation period, you will be considered as confirmed employee subject to your satisfactory performance unless your probation period is extended in writing. During the first month of probation period if the company is not satisfied with your work and conduct, your services shall be liable to be terminated at any time by giving a seven days' notice in writing without assigning any reasons thereof. Based on performance, this probationary period may be further extended, at the discretion of the Company.

**Notice Period/Termination:** This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 30 days' notice. Post confirmation this contract may be terminated by giving 30 days' notice. In case the performance of the employee is not satisfactory, the company can ask the employee to leave on a 30 days' notice or gross monthly salary in lieu thereof. However, release from the services of the Company will be subject to satisfactory handover of the responsibilities assigned to you with prior approvals from immediate managers and Business Unit heads. 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 member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

In case of termination of the employment on the grounds of misusing company assets, not committing your 100% time to company (deliver services to any other organization while working with the company) leaking confidential official information and data, manipulation, carrying out illegal practices, causing loss of business and impact on company's

clients due to your conduct, harassment against co-worker or act which brings damage to the brand name or the company as a whole etc. (or any other such severe misconduct which Management might deem as critical ground for termination).

# SilverBullet

**Private Information Policy:** You will be bound by the 1Silverbullet Private Information Policy as described in for holding in confidence any trade secrets or confidential business and technical information, Codes, IP Security of the Company or its clients.

**Governing Law:** The terms and conditions as stipulated above shall be interpreted in accordance with the laws of India.

**Confidentiality:** The terms of your employment are strictly confidential between you and the Company. Discussion of your compensation with any other party or employee will constitute grounds for dismissal.

**Retirement:** You will retire on the last day of the month in which you complete fifty eight years of age.

**Condition of Hire:** Your employment is based on the information furnished by you in your employment which in the due course is subjected to all other declarations and undertakings. Any false or information furnished as above will lead to your dismissal without notice. Your employment with SilverBullet is dependent on your being healthy and fit to perform your duties, company reserves the right to determine criteria of mental and physical health and medical fitness based on the requirements of the role.

During your employment with the Company you will be governed by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

We believe we can provide you with an atmosphere in which you can develop your professional talents. We look forward to having you join **1SilverBullet Platforms Pvt. Ltd.** Please do not hesitate to contact HR at [sipra.sahu@1silverbullet.tech](mailto:sipra.sahu@1silverbullet.tech), if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For 1SilverBullet Platforms Private Limited



Authorised Signatory

I accept the above offer on the terms indicated and hereby assure that I will abide to all the conditions mentioned.

Employee Signature: \_\_\_\_\_

Date:

Signature of HR Representative

Date:

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**Fwd: Tata Power Ltd.: Campus selection**

1 message

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**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:20 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Wed, Apr 7, 2021 at 11:59 AM  
Subject: Tata Power Ltd.: Campus selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Tata Power Company Ltd., has selected one student of MITAOE - Sushama Bhanudas Jori, (B.Tech Information Technology, 2021 batch) from the campus recruitment.

Remuneration offered by the company is Rs.6.00 lacs per annum CTC.  
Forwarding herewith the confirmation received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Datta Arnab** <arnab.datta@tatapower.com>  
Date: Tue, Apr 6, 2021 at 9:42 PM  
Subject: Intimation of Selection Mail-5th Apr 21  
To: nitin.jadhav@mitwpu.edu.in <nitin.jadhav@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Nitin,

We are pleased to inform you that the enclosed list of students from your institute have been selected/waitlisted by Tata Power.

This provisional offer is subject to the student clearing the qualifying examination with a **First Class (60%)** and being certified medically fit by our Chief Medical Officer. The selected candidates would be informed regarding the medical examination in due course of time. Detailed appointment letter will be sent separately.

We would request you to please confirm the acceptance of the offer by the above students at the earliest in order to enable us to make necessary arrangements at our end.

We understand that the selected students will not be sitting for any other campus recruitment and will join us. However, the waitlist candidates can appear for further campus recruitment. In future if we do not find suitable candidate, their recruitment may be confirmed in writing by us, subject to agreement by the college and the concerned student.

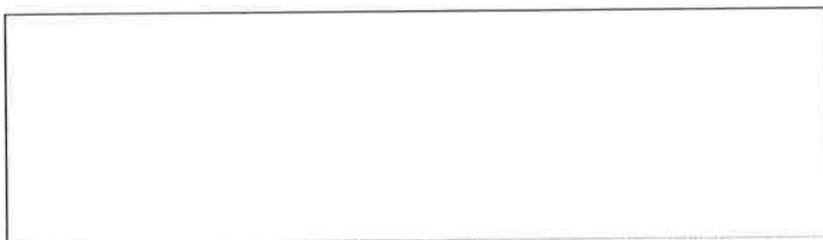
We congratulate the students and wish them the very best!

Regards,

Arnab Datta

Management Trainee - HR

The Tata Power Company Limited, Corporate Center B, 34 Sant Tukaram Road, Carnac Bunder, Mumbai 400 009, Maharashtra, India



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 MIT Pune-5 Apr 21.pdf  
673K

**Fwd: Infovision Labs: Campus selections**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:12 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Tue, May 25, 2021 at 9:59 AM  
Subject: Infovision Labs: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Infovision Labs has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Viraj Radhakrishna Nyayadhish - B.Tech E & TC
2. Sneha Bhujang Ingale - B.Tech E & TC
3. Shraddha Navanath Nalawade - B.Tech Information Technology

Remuneration offered by the company is Rs.3.50 Lacs per annum CTC.  
Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Simran Sheikh** <simran.sheikh@ivlglobal.com>  
Date: Mon, May 24, 2021 at 6:06 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for IVL Global\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Among the 20 L1 selects there are **6 final selects** and 3 more are shortlisted for the L2 round. And 11 would be re-scheduled for L1. We would be rolling out our offers to the selected students by next week. Please let us know if any of the Final select candidates are placed or shortlisted elsewhere. The Pending Interviews would be completed by the End of this week.

Final Selects

L2 Pending

L1 Pending

Viraj	Nyayadhish
Sneha	Ingale
Aman	kumar
Shraddha	Nalawade
Sakshi	Bora
Anand	Shinde

Bhavya	Jain
Bhavya	Pawar
Bhavya	Khamkar

Santosh	kolekar
Neeraj	Mali
Shrikant	Bharti
Vitthal	Kanekar
Kirti	Nagare
Puja	Pardhi
Sugandh	Kumar
Rushikesh	Landge Patil
Ankit	tripathi
kunal	kishore
Sai Viswa Teja	arumilli

Thanks and regards,

*school of thought*

**Simran Sheikh**

Talent Acquisition Executive

ivlglobal.com

PUNE | HYDERABAD | BENGALURU | DALLAS | BOSTON | TAMPA | MOUNTAIN VIEW | FRISCO



Dated: 26-May-2021

**OFFER LETTER**

To,  
Mr. Siddhant Jain,  
MIT WPU,  
Pune.

This is with reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **QA Analyst – (M0)**.

You are requested to join us on or before **August 2, 2021**. Your appointment shall be effective from **August 2, 2021**, in case, if you fail to join the company on your joining date, at the sole discretion of the company, the company might allow you to join at later date at its discretion and that date shall be treated as joining date.

Your Cost to Company basis will be **INR 6,18,582 per annum**. The detailed breakup of the compensation sheet has been shared with you on next page in Annexure B.

You will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation based on your on the job work performance. Unless confirmed in writing, you will be deemed as probationer after the completion of the initial or extended period of probation. During probation the notice period is 30 days and post confirmation it is 60 days.

We request you to submit the following documents on the date of joining.

- i. One passport size photograph
- ii. Self-attested photo copy of ID Proof (Driving License OR Voter ID)
- iii. Self-attested photo copy of Address proof (Electricity Bill OR House Rent Agreement)
- iv. Self-attested photo copy of Pan Card & Aadhar Card
- v. Self-attested photo copies of the original documents of all your Educational Qualifications till date.

Please note that the terms and conditions of your employment are regulated by this Offer Letter read with the formal Appointment Letter which will be issued to you on your joining the Company.

You are requested to return the duplicate copy of the letter, duly signed by you as a token of your acceptance today of receiving this offer letter. We take this opportunity to welcome you to our organization & wish that you should have a long and successful association with us.

**Annexure B****SALARY DETAILS****Name: Mr. Siddhant Jain****Designation: QA Analyst – (M0)****College Name: MIT WPU****Location: Pune**

Yearly Salary Components	Amount (INR)
Basic	2,20,000
House Rent Allowance	88,000
Leave Travel Allowance	18,333
Telephone/Internet Exp. Reimbursement	24,000
Food Coupon	24,000
Uniform Allowance	12,000
Flexible Benefit Package	1,42,067
<b>Yearly Gross</b>	<b>5,28,400</b>
PF Employer Contribution *	21,600
<b>Fixed CTC</b>	<b>5,50,000</b>
Gratuity	10,582
Group Health Insurance Premium	3,000
Variable Pay***	55,000
<b>Total CTC</b>	<b>6,18,582</b>

**Note: -**

1. \*\*\*Variable Performance Allowance/ Incentive: Depending on your & company performance this allowance may decrease or increase & payable as per the variable pay policy. This is just an indicative figure.
2. Gratuity: This is applicable at the time of exit only, if employee has completed 5 continuous years of service with the organization. If employee leaves the organization before completing 5 years, he /she is not eligible for gratuity.
3. Group Medical Insurance: Coverage up to 4 lakhs which include employee, spouse and first two children.

4. You are also entitled to nominate either your parents or in-laws for the Medclaim facility with a cover of INR 3 lakhs over and above the Group Medical Insurance (#3).
5. Net Salary = Gross - (PF employee contribution+ Professional Tax+ Income tax as applicable)
6. \*PF Employer Contribution: Though shown as a part of CTC is not deducted from your gross salary.
7. \*\*Ex-Gratia: Only for applicable employees as per the Bonus Act.

**For Screen Magic Mobile Media Pvt Ltd.**

DocuSigned by:  
  
D05E6C46D7CA4E0...

Sandip More  
CTO

Acceptance:

I accept this offer for the position described above, with the understanding that this offer is conditional upon submission and approval of relevant documents and references specified by me earlier.

Date:

Place:

Signature:

IT-Branch

2021 Batch

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**MIT** Academy of  
Engineering

Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

**L&T Infotech: Campus selections**

2 messages

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Tue, Jun 1, 2021 at 11:43 AM

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
- ✓ 3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:10 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, Jun 1, 2021 at 11:23 AM  
Subject: L&T Infotech: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Forwarding herewith the formal confirmation mail received from company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Niranjana Kale <Niranjana.Kale@Intinfotech.com>  
Date: Mon, May 31, 2021 at 11:30 PM  
Subject: ICC 2021 - Final selects list MIT, Pune  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

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Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

**Fwd: FInal selection\_Tripstack**

1 message

**Anil Kumar Pacha** <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
To: Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

Mon, Mar 7, 2022 at 4:04 PM

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

From: **Rupali Chauhan** <[rupali.chauhan@tripstack.com](mailto:rupali.chauhan@tripstack.com)>  
Date: Thu, Jun 3, 2021 at 2:58 PM  
Subject: Re: FInal selection  
To: MIT-WPU Engineering Placements <[engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)>  
Cc: **Dr. Hemant Mali** <[hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)>

One more addition to the list, interviewed today. We will be releasing offer soon.

Saurabh	Gawade
---------	--------

On Thu, Jun 3, 2021 at 1:07 PM Rupali Chauhan <[rupali.chauhan@tripstack.com](mailto:rupali.chauhan@tripstack.com)> wrote:  
Yes it is Shubham Sable

On Thu, Jun 3, 2021 at 12:47 PM MIT-WPU Engineering Placements <[engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)> wrote:

Dear Ms. Rupali,

Thank you for your email regarding the selection.

In this regard, we wish to inform you that the selected student name in our database is Shubham Sable instead of Shubham Savle. Please let us know the exact name of a selected student to update our records.

Awaiting your response

With warm regards,

**Dr. Hemant Mali**  
Assistant Director- Career Services

Centre for Industry-Academia Partnerships

MIT World Peace University  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010

Email id: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in), [engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)

Website: <https://mitwpu.edu.in/>

Landline: (D) 020-25703698 / - 3133

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

From: **Rupali Chauhan** <[rupali.chauhan@tripstack.com](mailto:rupali.chauhan@tripstack.com)>

Date: Thu, Jun 3, 2021 at 12:12 PM

Subject: FInal selection

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hello Hemant ji,

We would like to extend our offer to Shubham Savle

Please let him know.

Regards,  
Team HR

  
**Rupali Chauhan**

Sr. HR Executive

m: +91 976 401 8771

a:

ALP Consulting Ltd, Regus Ruby  
Business Centre Pvt. Ltd, Tower 1, Unit  
no 801, 8th floor, World trade center,  
Kharadi, Pune, Maharashtra 411014

  
**Rupali Chauhan**

Sr. HR Executive

m: +91 976 401 8771

a:

ALP Consulting Ltd, Regus Ruby  
Business Centre Pvt. Ltd, Tower 1, Unit  
no 801, 8th floor, World trade center,  
Kharadi, Pune, Maharashtra 411014

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**Fwd: Infovision Labs: Additional Campus selections**

1 message

Anil Kumar Pacha &lt;anil.pacha@mitaoe.ac.in&gt;

Wed, Mar 2, 2022 at 3:05 PM

To: Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

Cc: "Dr. Shitalkumar Jain" &lt;deputydirector.cr@mitaoe.ac.in&gt;

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

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

Date: Wed, Jun 9, 2021 at 12:51 PM

Subject: Infovision Labs: Additional Campus selections

To: R Mathew &lt;dir.tnp@mitaoe.ac.in&gt;

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE &lt;dastoorkarpp@mitaoe.ac.in&gt;, Dr. Shitalkumar Jain &lt;deputydirector.cr@mitaoe.ac.in&gt;, Mahesh Goudar &lt;Director@mitaoe.ac.in&gt;

Dear Sir,

Infovision Labs has also selected the following two additional students of MITAOE, from the campus recruitment process conducted recently:

1. Nikhil Arun Pawar - B.Tech Electronics
2. Kirti Nagare - B.Tech Information Technology

Remuneration offered is Rs.3.50 Lacs per annum CTC.

Regards,

Anil Kumar Pacha  
Training & Placement

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

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

Date: Tue, May 25, 2021 at 9:59 AM

Subject: Infovision Labs: Campus selections

To: R Mathew &lt;dir.tnp@mitaoe.ac.in&gt;

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE &lt;dastoorkarpp@mitaoe.ac.in&gt;, Dr. Shitalkumar Jain &lt;deputydirector.cr@mitaoe.ac.in&gt;, Mahesh Goudar &lt;Director@mitaoe.ac.in&gt;

Dear Sir,

Infovision Labs has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Viraj Radhakrishna Nyayadhish - B.Tech E & TC
2. Sneha Bhujang Ingale - B.Tech E & TC
3. Shraddha Navanath Nalawade - B.Tech Information Technology

Remuneration offered by the company is Rs.3.50 Lacs per annum CTC.

Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Simran Sheikh** <simran.sheikh@ivlglobal.com>

Date: Mon, May 24, 2021 at 6:06 PM

Subject: RE: MIT-WPU,Pune: List of interested students for IVL Global\_2021 batch

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Among the 20 L1 selects there are **6 final selects** and 3 more are shortlisted for the L2 round. And 11 would be re-scheduled for L1. We would be rolling out our offers to the selected students by next week. Please let us know if any of the Final select candidates are placed or shortlisted elsewhere. The Pending Interviews would be completed by the End of this week.

Final Selects		L2 Pending		L1 Pending	
Viraj	Nyayadhish	Bhavya	Jain	Santosh	kolekar
Sneha	Ingale	Bhavya	Pawar	Neeraj	Mali
Aman	kumar	Bhavya	Khamkar	Shrikant	Bharti
Shraddha	Nalawade			Vitthal	Kanekar
Sakshi	Bora			Kirti	Nagare
Anand	Shinde			Puja	Pardhi
				Sugandh	Kumar
				Rushikesh	Landge Patil
				Ankit	tripathi
				kunal	kishore
				Sai Viswa Teja	arumilli

Thanks and regards,

**school of thought**

Simran Sheikh

Talent Acquisition Executive

ivlglobal.com

PUNE | HYDERABAD | BENGALURU | DALLAS | BOSTON | TAMPA | MOUNTAIN VIEW | FRISCO



## Offer Letter

12<sup>th</sup> June 2021

To,  
**Mr. Shubham Nehru**  
**H No. F-18, L No.1,**  
**Kabir Colony,**  
**Talab Tillo Jammu,**  
**Jammu & Kashmir - 180002**

Dear Mr. Shubham Nehru,

This is with reference to Aptitude Test & Group Discussion followed by personal discussion; we are pleased to offer you a position of **"Trainee Software Developer"** at Winspire Solutions Pvt. Ltd.

You are requested to join on **15<sup>th</sup> June 2021**, failing which this offer letter shall lapse automatically.

Your offer is subject to the terms and conditions as follows:

1. Your total annual CTC shall be Rs. 3,00,000 (Rupees Three Lakhs only)
2. You will be initially posted at company's Pune office. However, you may have to undertake travel or may be transferred to any other work site, office, branches in or out of India depending upon exigencies of work.
3. During your training period, company will be investing time, money and efforts in providing you training for the relevant skills required for your job. Hence at the time of joining you are required to provide a bank guarantee of three years with amount of Rs. 2,00,000/- (Rupees Two Lakhs only) in favor of Winspire Solutions Pvt. Ltd. drawn on HDFC Bank, Sahakar Nagar, Pune. In case of your discontinuation of services by voluntary resignation / breach of employment rules as mentioned in the bank guarantee before completing three years from the date of joining, Winspire will encash the said bank guarantee.
4. On Completion of three years from the date of joining, company will release the bank guarantee. (Please refer to Annexure – A for process of BG.)
5. You are required to submit your recent passing marksheet at the time of joining & degree passing marksheet / certificate within 6 months from the date of joining.



The detailed appointment letter will be issued to you on after completion of joining formalities. At any stage if any information provided by you proves to be false/ incorrect, the offer can be terminated.

We would also request you to bring the following documents on the date of your joining.

- One passport size photograph
- Copies of your academic marksheet & certificates with self-attested (SSC onwards)
- Proof of date of birth
- Photo Identity (Voting Card, Driving License)
- Copy of PAN Card
- Copy of Aadhar Card
- Copy of Passport
- Address Proof- present and permanent address
- Medical Certificate
- Copies of relevant letters from previous employer. (If applicable)
- Copy of last 3 months salary slips from previous employer. (If applicable)

Please sign and return the enclosed duplicate copy of this letter as your acceptance of the Offer.

**For Winspire Solutions Pvt. Ltd.**

Digitally signed  
by Narendra  
Kulkarni  
Date:  
2021.06.12  
19:54:19 +05'30'

**Narendra Kulkarni  
(Director – Operations)**

\_\_\_\_\_  
**Mr. Shubham Nehru**  
\_\_\_\_\_



## Annexure A

### Bank Guarantee (BG)

#### BG process:

- Open a salary account in HDFC bank, Baner, Pune Branch.
- Open a fixed deposit account & make a fixed deposit of Rs. 2,00,000.00 (Rs. Two Lakhs only) in your own name for a period of three years in the above bank.
- Once the FD is ready, bank person will provide BG Format along with the request letter.
- Once you get the format of BG, you need to print BG Format on Stamp Paper of Rs.500.00 & Rs.300.00 (Total Rs.800.00)
- After all the bank formalities are completed, the bank will give you the BG document which you need to submit to Winspire Solutions Pvt Ltd.
- In case, you resign from the services or your services are terminated due to Non-performance or misconduct or breach of employment rules before the stipulated period of three years, BG will be encashed by Winspire.
- Once three years period is over, Winspire will issue a letter to the bank releasing bank guarantee.
- Once the bank guarantee is released by Winspire after completion of three years, you will be able to liquidate your FD along with the interest accrued thereon.
- BG Processing Charges of the Bank (payable to HDFC bank):
  - Documentation Charges – 1500/- (One-time charges)
  - Commission Charges– 1.8% per annum of BG AmountThe BG processing charges are subject to change as per the Bank rules.

For Winspire Solutions Pvt. Ltd.

Digitally signed  
by Narendra  
Kulkarni  
Date: 2021.06.12  
19:54:44 +05'30'

**Narendra Kulkarni**  
(Director – Operations)

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**Mr. Shubham Nehru**

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IT Branch  
2021 Batch



## Annexure B

### Proposed Compensation

<b>Name</b>	<b>Shubham Nehru</b>	
<b>Designation</b>	<b>Trainee Software Developer</b>	
<b>Date of Joining</b>	<b>15<sup>th</sup> June 2021</b>	
<b>Proposed CTC</b>	<b>300,000</b>	
<b>Particulars</b>	<b>Annual (Rs.)</b>	<b>Per Month (Rs.)</b>
Basic salary	98796	8233
House Rent Allowance	98796	8233
Statutory Bonus	49380	4115
<b>Gross Salary</b>	<b>246972</b>	<b>20581</b>
Employer's EPF Contribution	11856	988
Employer's ESIC Contribution	6420	535
Gratuity	4752	396
Performance Pay	30000	2500
<b>Total CTC</b>	<b>300000</b>	<b>25000</b>

- Statutory Deductions as applicable

For Winspire Solutions Pvt. Ltd.

Digitally signed  
by Narendra  
Kulkarni  
Date:  
2021.06.12  
19:54:59 +05'30'

**Narendra Kulkarni**  
(Director – Operations)

\_\_\_\_\_  
**Mr. Shubham Nehru**  
\_\_\_\_\_

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# Applied AI Consulting LLP

<https://appliedaiconsulting.com>



June 29, 2021

## PRIVATE & CONFIDENTIAL

Priya Jadhavar  
9130779195, [privadattatrava1999@gmail.com](mailto:privadattatrava1999@gmail.com)

## EMPLOYMENT AGREEMENT

Dear Priya,

We are pleased to offer you ~~friendship~~ with **Applied AI Consulting LLP (Applied AI)** commencing on 1st July 2021, Thursday. The terms and conditions of internship are as follows:

### Stipend

Your monthly stipend will be INR 15,000/- pm (Rupees Fifteen Thousands Only Per month). Details of the internship benefit plans as in force from time to time are subject to the rules of the relevant scheme as amended by the Company from time to time.

### Work Location

Your place of work will be Pune. You may be required to work in other offices and locations from time to time. In addition, you may be required to work on the premises of any of the Company's or Group Companies' customers, suppliers, clients or associates whether in India or abroad. The Company reserves the right to transfer your services to any other location anywhere in the world. Looking at the current pandemic, we would require you to work from home until further notice.

# Applied AI Consulting LLP

<https://appliedaiconsulting.com>



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## Internship Duration

The internship would be valid from 1st July 2021 till 30th September 2021 . First month would be probation during which you will be evaluated for the right fit and based on that you will continue with the internship till 30th September 2021. The duration can be changed (decreased or increased) based on our mutual discussion and agreement.

## Conditional offer of employment

Post successful completion of Internship, Applied AI Consulting is happy to offer you a permanent Full time employment. This would be from 1st of October 2021. Your total compensation will be INR 4,80,100/- (Rupees Four Lakhs Eighty Thousands One Hundred Only). The plan is as detailed in Annexure 1. Details of the employee benefit plans as in force from time to time are subject to the rules of the relevant scheme as amended by the Company from time to time.

Post 1st of October 2021, as a Full Time Employee, in addition to the above Fixed annual compensation, you will be eligible for participation in the Applied AI annual bonus plan that provides an opportunity for yearly rewards. These awards, granted at the sole discretion of the Company, are made by your leadership team in recognition of your above-and-beyond contributions throughout the course of the year. Our incentive programs are reviewed annually and are subject to change and are based on your and company performance.

We will release a formal Full Time Employment offer letter post successful internship completion.

# Applied AI Consulting LLP

<https://appliedaiconsulting.com>



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## Working Days, Holidays and Leave

Your working week will be Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leave shall be as per the Company policy as amended from time to time.

## Annual Leave Entitlement

You are entitled to 18 working days annual leaves in a fiscal year (1 April - 31 March). New joiners are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

## Personal Income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liabilities including those outside India.

## Confidentiality

You are required to maintain total confidentiality as regards the contents of this letter and you should not disclose the same to anybody. As a condition of employment at the Company, you will be expected to sign the Confidentiality and Intellectual Property Agreement, which forms part of your contract of employment with the Company. The Company has appointed you based upon your background, experience, general skills, and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company-specific information. In this regard, you should also be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.

## Background Check

As a policy, the Company conducts background checks of all new employees. This appointment is contingent upon the Company receiving satisfactory results from a Background Check, which shall include without limitation - interviewing past and current employers and verifying

# Applied AI Consulting LLP

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education transcripts. For business requirements, you may also be required to undergo a criminal check. The Company shall have the right to terminate your service without notice or payment in lieu of notice if the information provided by you at the time of the interview or as part of your application or resume is found to be false or misrepresented.

As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you prior to joining Applied AI. If there are none, you will be required to provide a written declaration stating so.

## Notice of termination

- a. Subject to the probation clause (applicable only if specified separately in this letter below), you will be required to give at least 30 days written notice of termination to the Company. The Company reserves the right to relieve you only at the end of the 30 days' notice period. If you are relieved of your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period and/or to deduct such amount from any amounts which may be payable to you by the Company.
- b. Subject to the probation clause (applicable only if specified separately in this letter below), the Company, at its sole discretion shall be entitled to terminate your employment by giving you either one month's notice in writing or one month's salary in lieu thereof.
- c. During any period of notice you may be required by the Company, in its absolute discretion not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any bonus or commission payments) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

# Applied AI Consulting LLP

<https://appliedaiconsulting.com>



d. The Company reserves the right to terminate your contract without notice or pay in lieu of notice, if, after a reasonable investigation, it has reasonable grounds to believe you are guilty of serious misconduct.

e. Upon termination of employment with Applied AI, and regardless of the reason for such termination, you will promptly return to, or leave with Applied AI all documents, records, notebook, computers, laptop, disks, etc which contain any confidential or any other information concerning Applied AI, or any of their respective products, intellectual property, services or clients.

## Restrictive covenant

During the term of your internship and for 18 months thereafter, you will not directly or indirectly solicit, deal with or contact the current or potential customers of the Company.

## Applicable Law

This agreement shall be governed by and construed in accordance with Indian Law and the parties submit to the non-exclusive jurisdiction of the Courts in Pune, Maharashtra, India.

## Severability

The various provisions and sub-provisions of this Agreement and its Annexes are severable and if any provision or identifiable part thereof is held to be unenforceable by any court of competent jurisdiction then such unenforceability shall not affect the enforceability of the remaining provisions or identifiable parts thereof in this Agreement or its Annexes.

## Other

You will be required at all times to comply with any and all instructions and regulations of Applied AI and that you will be personally liable for any loss caused to Applied AI by any illegal or dishonest conduct by you

Payments and benefits under these plans and programs, as well as other payments referred to in this letter and attached documents, may be subject to India Salaries Taxes. Applied AI

# Applied AI Consulting LLP

<https://appliedaiconsulting.com>



reserves the right to discontinue or modify the compensation, incentives, benefits, perquisite plans, programs, or practices.

I would appreciate it if you will confirm acceptance of this letter by signing and returning to me the duplicate copy of this letter within 7 days, failure of which may be treated as the decline of this offer.

The Employee agreement regarding Intellectual Property and non-compete agreement is a separate document which you would sign at the time/date of joining.

On behalf of Applied AI Consulting LLP,

I agree and accept the offer on the above terms and conditions

Rutuja Unde

Manager-HR & Projects, Applied AI Consulting

Priya Jadhavar

**PAN:**  
**Aadhar:**

## ANNEXURE 1

### Tentative COMPENSATION for Conditional Full Time Employment offer post Successful Internship Completion [Applicable from 1st Oct 2021]

		Total remuneration worksheet
Name	Priya Jadhavar	
Title	Junior Cloud Engineer	
<b>Compensation Components</b>		<b>INR</b>
Basic Salary (35% of Annual Comp)	35%	140000
House Rent Allowance (50% of Basic)		70000
Flexible Benefits		190000
<b>Annual Fixed Compensation (A)</b>		<b>400000</b>
Bonus (0-10%). Based on company performance (B)	0-10% based on company performance	40000
Company contribution to employee provident fund (C)		21600
Company contribution to Gratuity (D)		8500
Certification Assistance Plan (E)		10000
<b>Cost to Company (A+B+C+D+E)</b>		<b>480100</b>
* Annual compensation is fixed compensation		
** Perf and Joining bonus is fixed compensation paid on specific month/date		
*** Annual bonus will be given based on company performance. It will be over and above Annual Compensation		
*** You salary is confidential and should not be shared with other employees		

IT Branch  
2021 Batch

## Applied AI Consulting LLP

<https://appliedaiconsulting.com>



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### **Additional Benefits (offer post Successful Internship Completion [Applicable from 1st Oct 2021]):**

1. Medclaim Policy - Self, Spouse, children and parents (or in-laws)
2. Gratuity, as per law and govt policy
3. Certification reimbursement plan - AWS certification cost borne by AAIC
4. Employee referral program
5. Add on to your salary, revenue sharing program.

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## Fwd: Applied AI Consulting: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:02 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Mon, Jun 28, 2021 at 11:44 AM  
Subject: Applied AI Consulting: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Applied AI Consulting has selected the following 2021 passing out batch students of MITAOE from the virtual campus recruitment process:

1. Ajay Kumar - B.Tech Computer
2. Kranti Burghate - B.Tech Information Technology
3. Priya Jadhavar - B.Tech Information Technology

Remuneration offered by the company is Rs. 4.00 lacs per annum CTC.

Forwarding herewith the formal confirmation received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Rutuja Unde** <rutuja@appliedaiconsulting.com>  
Date: Sat, Jun 26, 2021 at 2:39 PM  
Subject: Re: Connecting With Applied AI LLP For Recruitment and Internships  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hello Hemant,

Please find attached List of Final selected Students(7) for offer process.  
As per our discussion, will share an offer letter to them as per their joining date(ASAP availability).

Thanks for your support and cooperation in this process.

Regards,

Rutuja Unde,  
Manager-HR & Projects,  
Applied AI Consulting.

---

 **Drive-AAIC.xlsx**  
9K

## Contact

[www.linkedin.com/in/kirti-nagare-089bb6185](https://www.linkedin.com/in/kirti-nagare-089bb6185) (LinkedIn)

## Certifications

Diploma in Web Design  
AWS Academy Graduate - AWS  
Academy Cloud Foundations

# Kirti Nagare

Software Engineer at IVL | InfoVision Labs  
Pune

## Experience

IVL | InfoVision Labs  
Software Engineer  
September 2021 - Present (9 months)  
Pune, Maharashtra, India

Dygn Media  
Frontend Web Developer  
June 2020 - August 2020 (3 months)  
Nagpur, Maharashtra, India

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## Education

MIT Academy of Engineering, Pune  
Bachelor of Technology - BTech, Information Technology · (2017 - 2021)

(177)

**WNS\_selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:02 PM

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

From: Pavithra Naveen <Pavithra.Naveen@wns.com>  
Date: Thu, Aug 5, 2021 at 4:56 PM  
Subject: RE: Invitation- Campus hiring  
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Hi Hemant,

Attached candidate list who are selected. **Below are documents required asap.**

Aadhar card

Pan card

10th and 12th mark sheets

Graduation mark sheets

present address proof

Please inform them that they will receive call tomorrow from recruitment team to check with documents before releasing offer letter.

Regards,

**Pavithra Naveen**Assistant Manager - HR- WNS Global Services (P) Ltd | [www.wns.com](http://www.wns.com)

Gate No 4, Plant 10 / 11 Godrej &amp; Boyce Complex, Pirojshanagar, LBS MargVikhroli (West), Mumbai, Maharashtra.

IP: | Direct: | Mobile: +919920179334 | Email: [Pavithra.Naveen@wns.com](mailto:Pavithra.Naveen@wns.com)**ONE WNS ONE GOAL OUTPERFORM**

Connect with WNS

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 **Final Selection-MIT.xlsx**  
12K

## WNS || Campus Hiring || Cognitive || 2021 - WNS Global Services Private Limited

Name	Gender	Status	Date of Birth	Mobile	Email	Current City, State
Kunal Krishna	Male	Selected	14-Sep-1996	+91 9462728961	Kk149966@gmail.com	Mumbai
Sharmika Kardile	Female	Selected	09-Dec-1998	+91 7722076228	sharmikakardile@gmail.com	Pune, Maharashtra
Aniruddha Mukund Panchwagh	Male	Selected	29-Jan-1999	+91 7350797156	aniruddha32panchwagh@gmail.c	Pune, Maharashtra
Shubham Kumar Jha	Male	Selected	11-May-1998	+91 9834613038	shubham11may@gmail.com	Pune, Maharashtra
Suraj Popatrao Warkhade	Male	Selected	15-Oct-1998	+91 9762608911	surajwarkhade4@gmail.com	newasa,ahmednagar
Rupesh Jagdish Patil	Male	Selected	03-Jul-1995	+91 7666507060	ripatil@mitaoe.ac.in	Navi Mumbai
Ankita Sanjay Deshmukh	Female	Selected	06-Feb-1998	+91 8080748284	asdeshmukh@mitaoe.ac.in	Pune, Maharashtra
Aditya Vyas	Male	Selected	27-Mar-1999	+91 9462551172	vyasaditya73@gmail.com	pune
Md Jawad Alam	Male	Selected	28-Oct-1996	+91 89999057354	md.jawedalam153@gmail.com	pune
Pranav Wani	Male	Selected	15-Apr-1998	+91 7387274555	wanipranav98@gmail.com	Aurangabad, Pune
Kanchan Yadav	Female	Selected	01-Jan-1996	+91 82299730132	kanchan.ky01@gmail.com	Varanasi
Ish Santosh Khadangale	Male	Selected	07-Mar-1999	+91 9545756960	ishkhadangale07@gmail.com	Pune, Maharashtra
Sourabh Gupta	Male	Selected	17-Nov-1998	+91 7987288703	svgupta@mitaoe.ac.in	Jabalpur, Madhya Prade
Sagar Madane	Male	Selected	17-Feb-1996	+91 7774021707	sagar.madane07@gmail.com	Pune, Maharashtra

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Vikas Singh <vssingh@mitaoe.ac.in>

**Fwd: : Offer Letter CPP-2021 - 3ea**

1 message

Thu, Mar 10, 2022 at 10:28 AM

**Pramod Dastoorkar Head Corporate Relation - MITAOE**  
<dastoorkarpp@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

**Pramod P. Dastoorkar,**  
Head Corporate Relations,  
Asst Professor- (Mech), ME Design,  
MIT Academy of Engineering , Alandi ,Pune - 412105  
Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.  
<http://bit.ly/Dastoorkar>

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

From: **Corporate Relations Office MITAOE , Alandi** <croffice@mitaoe.ac.in>  
Date: Fri, May 21, 2021 at 5:00 PM  
Subject: : Offer Letter CPP-2021 - 3ea  
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>  
Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>, G.B.PHAD <gbphad@admin.maepune.ac.in>

Dear Fad sir,

Kindly collect the offer letters of the MIT aoe students for our record and inform the TnP dept at aoe and wpu.

On Fri, 21 May 2021, 4:34 pm Pramod Dastoorkar Head Corporate Relation - MITAOE, <dastoorkarpp@mitaoe.ac.in> wrote:  
Anil pacha sir kindly add to placement list but do not block them on calyx pod company 3 ea ..salary 5 lakhs

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

From: **Ami Mehta** <ami.mehta@3ea.in>  
Date: Fri, 21 May 2021, 11:52 am  
Subject: **Re: Offer Letter CPP-2021 - Vivek Deshmukh**  
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>  
Cc: <vvdeshmukh@mitaoe.ac.in>, <hr@3ea.in>, <anand.munshi@3ea.in>, Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>, G.B.PHAD <gbphad@admin.maepune.ac.in>

Dear Mr. Pramod,

Apologies for the confusion and delay, Kindly find below the consolidated list of shortlisted students for 3EA process your reference.

Student Name	College Name
Stephen Vattaparambil	MIT ADT UNIVERSITY PUNE
Abhishek Golhar	MIT ADT UNIVERSITY PUNE
Maziya Fatima	MIT ADT UNIVERSITY PUNE
Sangeeta Balaram	MIT ADT UNIVERSITY PUNE
Vivek Deshmukh	MIT Academy of Engineering Alandi
Jaydip katkar	MIT Academy of Engineering Alandi
Saifullah Khan	MIT Academy of Engineering Alandi
Shrikant Lokhande	MIT Academy of Engineering Alandi

Neha Joshi	MIT School of Engineering MIT ADT university
Pranay Ingale	MIT School of Engineering MIT ADT university

Regards,  
Ami Mehta  
Senior Executive-Corporate HR  
HP: +91-9930796920  
Off : +91- 8303000500

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Disclaimer:

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3EA is a globally acclaimed management consulting group that caters to the esteemed organizations, reputed MNCs, small and medium-scaled institutions, NGO's, bootstrapped and funded start-ups by delivering result-driven leading-edge solutions.

\*\*\*\*\*

On 21-May-2021, at 11:08 AM, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in> wrote:

Dear Ami Mehta  
HR,  
3EA

Kindly Send us the Consolidated List of Students College Wise selected for the 3EA process

We need it for the Records of NBA and NAAC.

Warm Regards

**Pramod P. Dastoorkar,**  
Head Corporate Relations,  
Asst Professor- (Mech), ME Design,  
MIT Academy of Engineering , Alandi ,Pune - 412105  
Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.  
<http://bit.ly/Dastoorkar>

On Sun, May 16, 2021 at 12:56 PM <ami.mehta@3ea.in> wrote:

Dear Vivek Deshmukh,

Glad to see that you have accepted the Offer, It would be great having you on board with us.

Kindly find below the bank details in which you have to deposit the Refundable Security Amount which is INR 118,000 (100,000 Fees + 18% GST)

**Bank Details :**

3EA Limited  
HDFC Bank Limited  
Current Account No.50200035532679  
IFSC: HDFC0000019  
Branch - Mumbai Versova

Confirm once you have done the Payment, also send the proper Address on which we could courier the 3EA Kit.

Kindly note that the last date of payment would be May 21, 2021

Connect with me incase of any queries.

Regards,  
Ami Mehta  
Senior Executive-Corporate HR  
HP : +91-9930796920  
Off : +91-8303000500



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Company Website | LinkedIn | Twitter | Facebook | Pinterest | YouTube | Instagram

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\*\*\*\*\*

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&lt;dastoorkarpp@mitaoe.ac.in&gt;

To: Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

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Cc: Dr. Shitalkumar Jain Deputy Director CR &lt;deputydirector.cr@mitaoe.ac.in&gt;, G.B.PHAD &lt;gbphad@admin.maepune.ac.in&gt;

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Cc: &lt;vvdeshmukh@mitaoe.ac.in&gt;, &lt;hr@3ea.in&gt;, &lt;anand.munshi@3ea.in&gt;, Dr. Shitalkumar Jain Deputy Director CR &lt;deputydirector.cr@mitaoe.ac.in&gt;, G.B.PHAD &lt;gbphad@admin.maepune.ac.in&gt;

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Sangeeta Balaram	MIT ADT UNIVERSITY PUNE
Vivek Deshmukh	MIT Academy of Engineering Alandi
Jaydip katkar	MIT Academy of Engineering Alandi
Saifullah Khan	MIT Academy of Engineering Alandi
Shrikant Lokhande	MIT Academy of Engineering Alandi

10-03-2022, 10:35

Neha Joshi	MIT School of Engineering MIT ADT university
Pranay Ingale	MIT School of Engineering MIT ADT university

Regards,  
Ami Mehta  
Senior Executive-Corporate HR  
HP: +91-9930796920  
Off : +91- 8303000500

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Ami Mehta  
Senior Executive-Corporate HR  
HP : +91-9930796920  
Off : +91-8303000500



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\*\*\*\*\*

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October 05, 2021

**Shashi Prasad Chaurasia**  
**Village Balli, Hussainganj**  
**Siwan, Bihar - 841237**  
**India**

**Sub: Integrated Training & Employment Offer**

This is with reference to your application and the subsequent selection process we had.

We are pleased to inform you that you have been selected for an integrated programme of training cum employment.

The training would be a combination of hands-on experience and regular mentoring. The training duration will be **six months**, starting from **07-October-2021**.

During the training period you will receive a stipend of **INR 10000** per month. Upon successful completion of the training, and subject to a **positive performance evaluation and completion for assigned certification** you would be inducted in the organization in the position of **Associate Consultant** at a gross total compensation of **CTC 3.25 Lacs p.a. (CTC)**.

As token of your acceptance of the above offer, you are requested to sign the duplicate copy of this letter and return the same to the company.

Sincerely,

For All e Technologies Pvt. Ltd.



Authorized Signatory

**PRIVATE & CONFIDENTIAL**

**Date: 15.11.2021**

**Offer Letter**

**To,  
Priya Jadhavar,  
Pune,**

**Dear Priya,**

With reference to our discussions and your interviews, we are pleased to extend you the offer of Temporary Employment in our organization as a "**Product Engineering Intern**" for a period of **Six Months** starting from the date of your joining. **Congratulations!!** As an Intern, you will receive the "**temporary employment**" status.

You are requested to join on **Wednesday, 1<sup>st</sup> December 2021** at our facility in **Hinjewadi**, Pune unless the date is extended by us and communicated to you in writing. Please send your acceptance to this offer no later than **16<sup>th</sup> November 2021**.

As a condition to employment with the company, you would be required to enter into this written Temporary employment agreement at the time of joining in order to formalize the details of our employment discussions and understandings.

At the time of joining your salary would be **Rs. 3,00,000 CTC (Three Lakhs per annum CTC)**.

Your office timings will be **9:30 AM – 6:30 PM**. **Saturday's and Sunday's holiday along with the applicable public holidays for the state of Maharashtra, India.**

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that; upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. I hope that your association with the Company will be successful and rewarding.

**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

**Regd. Address: Level 4, Prabhavatech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775JIZ8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com**



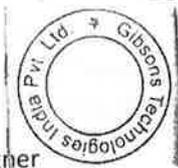
Please sign the duplicate copy of this letter and return the office copy to our **People and Culture team**. You are requested to **report at 10:00 AM** to our office to complete the joining formalities. At the time of joining, you are requested to submit copies of the document in **Annexure – "A"**.

We welcome you to the **Gibsons** family and look forward to working with you in creating the best products as well as providing top class service to our global clients.

*Note\*\*This offer will be deemed to be revoked if the candidate fails to join the organization on the DOJ mentioned in this letter.*

Sincerely,  
For GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED

*Smyantishi R*



**Radhika Borse**  
People and Culture Business Partner  
Place: Pune  
Date: 15<sup>th</sup> November 2021

**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavatech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775JIZ8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com

This is to certify that I have gone through all Terms and conditions relating to my temporary employment with **Gibsons Technologies (India) Pvt Ltd** and I have understood them clearly. I accept the same and agree to abide by them.

**Employee Name in full:** Priya Jadhavar

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Place:** Pune

**Enclosures:**

Annexure A - List of documents to be submitted

**Annexure – A**

List of Documents to be submitted at the time of joining (PLEASE UPLOAD THE SOFT COPIES OF THE DOCUMENTS TO THE LINK THAT WILL BE SHARED BY THE HR IN THE RESPECTIVE FOLDERS)

- Updated CV
- Copies qualification mark sheets and certificates supporting your highest and previous educational qualifications.
- Previous two employers Appointment Letters, relieving letters, experience letters & relevant documents.(If Applicable)
- Employment – all employment service letters and payslips and form 16 / TDS certificate issued by the employer.
- Last 3 months salary slips of Previous two employers (If Applicable)
- Copy of Birth Certificate
- Copy of PAN, Voter card, Aadhar card, DL card,
- Residential proofs (Permanent) scan copy of - Voter id or Cooking Gas bill or Phone or Electricity bill or Ration card or Aadhar card or DL card.(Temporary address)– address proof document and owner contact details.
- Copy of your passport (all non-blank pages)
- Latest Passport Size colour photograph (2 Copies)
- Personal bank account details (passbook photocopy)
- 2 Referral details (professional) and 1 HR referral

Sincerely,

For **GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

*Smyanianshi R*

**Radhika Borse**

People and Culture Business Partner

**Place:** Pune

**Date:** 15<sup>th</sup> November 2021



**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775JIZ8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com

**Annexure B**

## DETAILS OF COST TO THE COMPANY

Salary Components	Amount (In Rs.)	Annual Salary (In Rs.)	Deduction Components	Amount	Annual Deductions
Basic Salary	11,525	138,300	Professional Tax	200	2,500
House Rent Allowance	4,610	55,320	Medical Insurance	433	5196
Leave Travel Allowance			Employee PF	1800	21600
Medical Allowance	1,250	15,000			
Conveyance	1,600	19,200			
Special Allowance	4,065	48,780			
Employer PF Contribution	1,950	23,400			
<b>Total Earnings</b>	<b>23,050</b>	<b>3,00,000</b>	<b>Total Deductions</b>	<b>2433</b>	<b>29,296</b>
<b>Net Pay</b>	<b>20,617</b>				



INR 3,00,000/- LPA

Please note that the Company retains absolute discretion as to the determination of your Performance Award Payment for any calendar year in accordance with the "Performance Award Program" of the Company which will mention in your employment contract.

Gratuity Benefit is applicable as per the provision of the Gratuity Act.

**GIBSONS TECHNOLOGIES INDIA PRIVATE LIMITED**

Regd. Address: Level 4, Prabhavee Tech Park, Baner, Pune-411045, Maharashtra, India  
Phone: 020 - 67236363, CIN No: U72900PN2018FTC176035, GSTN: 27AAHCG2775JIZ8  
Email ID: enquiries@gibsonstechnologies.com, Web: www.gibsonstechnologies.com

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@ 182

Ref: eQTech/HR/2020-21  
Date: 11 February 2022  
CIN: "U72900PN1995PTC091806"

To,  
**Mr Ashutosh Kamble**  
Flat 102 C Wing,  
Audumbar Society,  
Hingne Mala Sasane Nagar,  
Pune, 411028

**Dear Ashutosh,**

Further to our discussions regarding your career opportunities at eQ Technologic ("eQ"), we are pleased to offer you the position of "**Software Engineer**". You will be part of the Development team.

Our flagship eQube® Data as a Service (DaaS) platform establishes a Data Fabric with connected network of integrated data, applications and devices that puts the power of analytics in the hands of end users leading to Actionable Insight. Data from any source can be aggregated using eQube's Data Virtualization layer and exposed as a Web-service, REST service, OData service or API. This rapid and flexible capability to expose data as a service/API is at the heart of efficiently delivering eQube-DaaS based solutions in an Integrated Data Environment (IDE).

As a **Software Engineer**, your primary duties will be the development and support of various enterprise software products for the company's clients. We consider you to be an important member of Team-eQ and expect you to work closely with all eQ team members.

We are pleased to offer you an annual gross compensation package of ₹ **11,68,000.00**. The details of this are listed in **Appendix 1** below.

#### **Other Benefits**

- a) You would be eligible to participate in the Company's Stock Option Plan and the variable compensation plan after the completion of the first anniversary at eQ Technologic. Please note, that these plans may evolve and / or change in the current or subsequent years.
- b) The company reviews and evaluates employee's performance on an annual basis at the end of the financial year. Employees joining during the year will be evaluated on their performance and will be financially appraised on completion for their first year. Employees who join between January to March, will be considered for increments at the end of the next financial year.
- c) You would be entitled to a holiday on your birthday
- d) Nominations for technical and professional development courses.

Notice period is **three months** from either the Company or yourself.

Please note that you will be on probation for a period of 6 months from your date of joining. eQ Technologic may offer you permanent employment, after successful completion of your probation period. The offer for permanent employment will be purely based on the performance you exhibit during your probation period. All other terms and



conditions of your employment with eQ Technologic will be in accordance with the Company's human resources policies.

eQ Technologic reserves the right to amend or modify the above at any time in the future.

If you have any questions, you can contact Mr. Rustom Taraporevala @ 9822595521 or Mr. Adwait Thakurdas @9156862928 or Mrs. Doreen DSouza @ 9822855925.

Please sign and date this page and the next to indicate your acceptance of this letter.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'R. P. Thakur', written over a horizontal line.

Rustom Taraporevala  
Director – Talent Management

I, Ashutosh Kamble, accept the terms of this offer.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## Appendix 1

The table below lists the annualised amounts against each head.

#	Head	Amount	Refer Note#
1	Basic	₹ 2,50,000.00	(Fixed)
2	Company's contribution towards Provident Fund	₹ 30,000.00	(Fixed)
3	Flexible Allowance	₹ 7,20,000.00	Note 1
	<b>Total fixed Gross Salary (A)</b>	<b>₹ 10,00,000.00</b>	
5	Variable Compensation of up to 10% of Fixed Gross Compensation (as mentioned in 'A' above) subject to company meeting its financial objectives. The actual amount will depend on your individual performance and will be paid as a yearly payment in the month of May/June of each year. You will need to be on the payroll of the company at the time of pay-out. <b>(B)</b>	₹ 1,00,000.00	
	<b>Total (A) + (B) = (C)</b>	<b>₹ 11,00,000.00</b>	
6	<b>Additional Yearly Benefits</b>		
a	Internet reimbursement up to	₹ 12,000.00	Note 2
b	Technical Education reimbursement up to	₹ 10,000.00	Note 3
c	Premium for Term Life Insurance of (A). up to	₹ 6,000.00	Note 4
d	Premium for Group Hospitalization Insurance up to	₹ 15,000.00	Note 5
7	<b>One-time work from home reimbursement up to</b>	<b>₹ 25,000.00</b>	Note 6
	<b>Gross CTC</b>	<b>₹ 11,68,000.00</b>	

**Note 1:** This is a fixed component of your salary. However, you can split this amount into – Uniform Allowance up to 15,000 PA, LTA or HRA.

**Note 2:** Internet reimbursement is payable up to a maximum annual amount as shown in 6a above. It is based on bills submitted for expenses towards internet charges for your home office to enable you to work from home. The bills should be in your name and dated during your tenure of employment in eQ Technologic. The reimbursements would be paid out as per the internet reimbursement policy of the company.

**Note 3:** Technical Education reimbursement is payable up to a maximum of the amount as shown in 6b above. It is based on bills submitted for expenses towards your learning of new technologies or for updating your technical knowledge. The bills should be in your name and dated during your tenure in eQ Technologic. The courses you take should be pre-approved by your manager and you should get a certification of having passed the course. The reimbursement is due only after submissions of the bill(s) and certificate.

**Note 4:** Term Life Insurance cover is equal to the Gross Salary as shown in (A) above. The premium paid by the company is up to the amount as shown in 6c above. This amount may vary depending upon your age and other parameters as given by the Insurance Company.

**Note 5:** Group hospitalization insurance cover for ₹ 2,00,000/- for yourself and up to five dependants. The premium mentioned above in 6d is paid by the company. The amount of premium may vary depending upon your age and that of your family.

**Note 6:** The one-time "Work from Home" reimbursement to setup your home office, is payable up to a maximum of the amount shown. It is based on bills submitted for expenses towards equipping your home office to enable you to work from home. The bills should be in your name and dated during your tenure of employment in eQ Technologic. Refer to the 'Work From Home' reimbursement policy for all details.

I, Ashutosh Kamble, accept the terms of this offer.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

2021 Batch  
IT-Branch

183

**Fwd: Deloitte || List of Selects**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 3:33 PM

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

From: Titus, Tina Mary <ttitus@deloitte.com>  
Date: Thu, Aug 20, 2020 at 5:36 PM  
Subject: Deloitte || List of Selects  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Hello Team,

PFB the final selects for the process today:

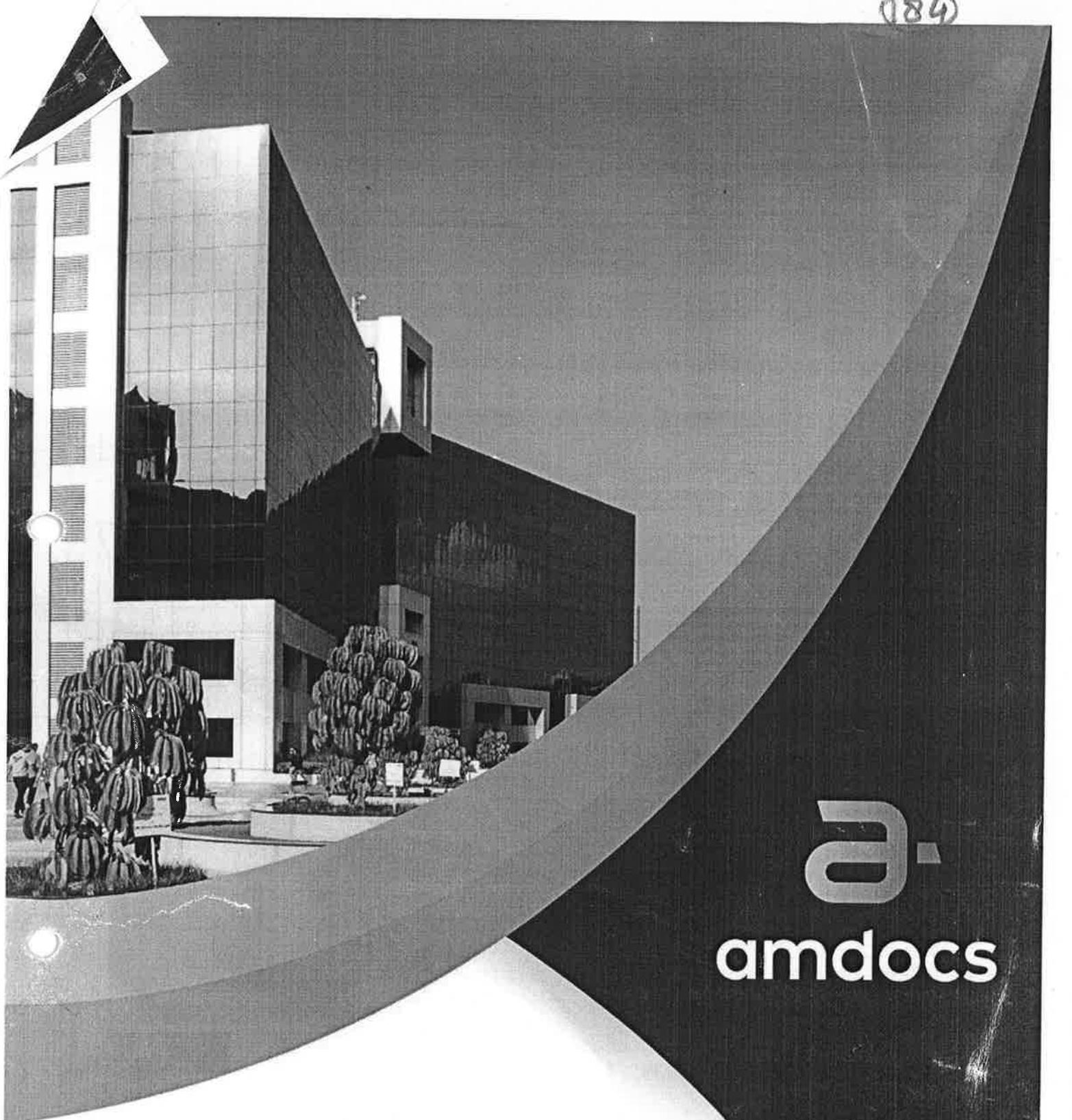
Akash Singh	akashtorus@gmail.com	9518537131
Akshita Maskara	akshitamaskara@gmail.com	08888100061
Aneesh Pol	aneeshpol99@gmail.com	9967501297
Atharva Barve	atharvabarve24@gmail.com	9970167127
Devesh Bhogre	dbhogre@gmail.com	8238152888
Kshitija Kulkarni	kshitija12feb99@gmail.com	9403316397
Prathamesh Ingale	ingaleprathamesh1234@gmail.com	9284720948
Saloni Oswal	salonioswal000@gmail.com	9146037055
Sayali Parulekar	sayali.parulekar@gmail.com	8669332989
Shivank Ratnaparkhi	shivanksr@gmail.com	9158842658
Shonil Bhide	bhideshonil@gmail.com	9637399764
Sri Divya Shreya Gangula	shreyagangula99@gmail.com	9145499132
Utkarsh Mishra	utkarshcm@gmail.com	8805993857
Vinayak Bajpeyi	vinayakbajpeyi20@gmail.com	7620020899
Yash Shekhadar	yashshekhadar@gmail.com	9922992799
Aniket Khosa	aniketkhosa78@gmail.com	9501160130
Mohit Khatri	mohitkhatricbn@gmail.com	9131578535
Nishchal Bafna	nishchalbafna1406@gmail.com	08421079558

Revati Pawar	revati.pawar2999@gmail.com	9989926693
Sanskriti Raut	sanskritiraut14@gmail.com	9082507080
Supreet Chadha	supkc14@gmail.com	9960289140
Adhiksha Thorat	asthorat@mitaoe.ac.in	8850492990
Rohit Paldiwal	rapaldiwal@mitaoe.ac.in	07448005297
Vaibhav Chaudhari	vrchaudhari@mitaoe.ac.in	9067472377
Varun Agarwal	varun-agarwal@mitaoe.ac.in	9999495459
Yaman Lamba	ydlamba@mitaoe.ac.in	8208621393
Yushant Tyagi	yushanttyagi@gmail.com	8860698863
Manisha Choudhary	mjchoudhary@mitaoe.ac.in	9096362502
Sarvesh Pathak	sspathak@mitaoe.ac.in	8329639871
Sharvari Teje	spteje@mitaoe.ac.in	7218213774
Vaibhav Saini	vsaini@mitaoe.ac.in	9420610075
Jaiesh Gupta	gupta.jaiesh0306@gmail.com	7507354544
Vismay Sudra	vismay.sudra@gmail.com	9764328849
Aditi Miss	aditiparashar592@gmail.com	8010386298

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**a.**  
**amdocs**

# EMPLOYMENT AGREEMENT



Dear **Sanket**,

*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 DOES 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: January 25, 2021  
Mr. Sanket Rajendra Vyawahare

## 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 **July-2021** ("Start Date").

### 1. Employment Terms; Compensation; Benefits

(a) <b>Position</b> 	<b>Software Engineering Associate</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"><li>• Domestic and international travel may be required, in accordance with Amdocs' business needs.</li><li>• Work location may be changed to facilitate Amdocs' business needs.</li></ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>500,000.00 (Five Lakh Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"><li>1. Basic salary - INR 200000.00</li><li>2. House Rent Allowance - INR 200000.00</li><li>3. Provident Fund (employer contribution) - INR 24000.00</li><li>4. Leave Travel Allowance - INR 76000.00</li></ol> <ul style="list-style-type: none"><li>• Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li><li>• Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li></ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	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) <b>Annual Bonus</b> 	<ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li></ul>
(g) <b>Annual Vacation</b> 	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) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) <b>Maternity Benefits</b> 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii) <b>Benefits Plans</b> 	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 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) **Data Protection.** 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) 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 applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, 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 company has offices for storage and processing.
- (e) **Additional Engagement.** 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) **Supporting Documents.** 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) **Confidentiality of this Agreement.** 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:
- i. 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 compliance, for 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) Background Checks. 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) Severability. 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: Friday, February 19, 2021 3:07 PM

\_\_\_\_\_  
**Authorized Signatory**  
**Amdocs Development Centre India LLP.**

**Date: 1/25/2021**

I, the undersigned, **Sanket Rajendra Vyawahare**, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understating of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Exhibit A

### Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between **Amdocs Development Centre India LLP**. ("Amdocs"), 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, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

#### 1. 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 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 business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, 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 specifically acknowledge 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 hereby 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 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 not, including but not limited to, processes, methods, formulas, 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) Specific Performance. 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) Indemnification. 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) Severability. 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**, shall be 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.

**Amdocs Development Centre India LLP.**

**Mr. Sanket Rajendra Vyawahare**

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA  
Date: Friday, February 19, 2021 3:12 PM

\_\_\_\_\_  
**Talent Acquisition Manager**

\_\_\_\_\_  
**Signature**



ESTC Branch  
2021 Batch

185

## Varroc Engineering Limited

Regd. & Corp. Office

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

Tel + 91 240 6653700  
Fax + 91 240 2564540

email: varroc.info@varroc.com  
www.varroc.com  
CIN : U28920MH1988PLC047335



**Date: 22 December 2020**

To,  
Tejas Agarwal

### JOB OFFER LETTER

Dear Tejas,

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,

**Kavita Kulkarni**  
Chief Human Resource Officer

# Varroc Engineering Limited

Regd. & Corp. Office

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

Tel + 91 240 6653700  
Fax + 91 240 2564540

email: varroc.info@varroc.com  
www.varroc.com  
CIN : U28920MH1988PLC047335



<b>A) Monthly Emoluments</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Basic Salary	14,583	1,75,001
House Rent Allowance	7,292	87,501
Uniform Maintenance Allowance	1,250	15,000
Transport Allowance	1,600	19,200
Miscellaneous Allowance	11,886	1,42,632
<b>Sub Total A</b>	<b>36,611</b>	<b>4,39,334</b>
<b>B) Bonus</b>	2,405	28,860
<b>C) Retirals</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Provident Fund	1,800	21,600
Gratuity (As per Act)	701	8,418
<b>Sub Total C</b>	<b>2,501</b>	<b>30,018</b>
<b>D) Others</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Uniform Cost(Rs. 150 per month)	150	1,800
<b>Total (A+B+C+D) i.e. Annual CTC</b>	<b>41,668</b>	<b>5,00,012</b>

# Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area  
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Maharashtra, India

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Fax + 91 240 2564540

email: varroc.info@varroc.com  
www.varroc.com  
CIN : U28920MH1988PLC047335



## Others:

1. Two sets of Uniform once a year
2. Gratuity is payable
3. 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

**Kavita Kulkarni**  
Chief Human Resource Officer

**TEJAS AGARWAL**

ESTC - Branch

2021 Batch



21-Mar-2021

**Dear Abhijeet Pathak,**  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967472**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

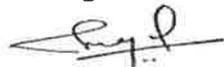
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b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Abhijeet Pathak

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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4 attachments

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32K

	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	14967972	Abhijeet	Pathak	mr.pathakabhijeet@gmail.com	7798350315	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861969982	1032170593	14967526	Aditya	Agarwal	aditya.libdewal@gmail.com	7000458054	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861534848	0120170449	14967548	Aman	Kumar	k16aman@gmail.com	9284203327	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861010422	01020170198	14967541	Amruta	Susange	susangeamruta@gmail.com	7758084433	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861970194	0120170119	14967586	Ankita	Jadhav	ankitavjadhav22@gmail.com	7741815395	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861229481	0120170273	14967600	Apeksha	Wadibhasme	apekshawadibhasme002@gmail.com	7447317960	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861505853	0120170428	14967631	Avinash	Kumar	avinashkumar@mitaoe.ac.in	7675813927	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861278107	0120170377	14967648	Charan	Srinivasan	charansrinivasan@gmail.com	8308825937	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861463797	0120170277	14967458	Dnyandeep	Sagar	sgardnyandeep@gmail.com	8806995545	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861590943	120170176	14967459	Dnyanesh Sanja	Satpute	dnyaneshss99@gmail.com	8766736969	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861265486	0120170321	14967725	Hijuli	Shende	hijulshende99@gmail.com	8879788189	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861134095	0220180159	14967318	Ketan	Dhore	ketandhore2000@gmail.com	9763849282	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861299508	0120170091	14967767	Kiran	Awari	awarikiran17@gmail.com	7038592484	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861032446	0120170334	14967777	Krushna	Garkal	krushnagarkal2@gmail.com	8605991158	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861453532	0120170322	14967789	Kunal	Rewade	kunalrewade9@gmail.com	9834649755	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861810797	0120170101	14967798	Maheshwari	Satpute	maheshwanisatpute0611@gmail.com	8788849763	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune

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Vikas Singh <vssingh@mitaoe.ac.in>

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861810797	0120170101	Maheshwari	Saipute	maheshwarisaipute0611@gmail.com	8788849763	B.Tech/B.E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune



21-Mar-2021

Dear Ankita Jadhav,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967586

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

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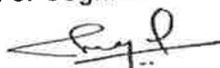
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Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Ankita Jadhav

**Designation:** Programmer Analyst  
Trainee

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7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



23-Mar-2021

Dear **Apeksha Wadibhasme**,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967600**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
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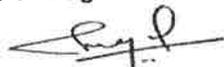
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- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Apeksha Wadibhasme

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
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191

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results 1.xlsx**  
32K

	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	14967972	Abhijeet	Pathak	mrrpathakabhijeet@gmail.com	7798350315	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861969982	1032170593	14967526	Aditya	Agarwal	aditya.tbdeval@gmail.com	7000458054	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861534848	0120170449	14967548	Aman	Kumar	k1baman@gmail.com	9284203327	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861010422	01020170198	14967541	Amruta	Susange	susangeamruta@gmail.com	7758084433	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861970194	0120170119	14967586	Ankita	Jadhav	ankitavjadhav22@gmail.com	7741815395	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861229481	0120170273	14967600	Apeksha	Wadibhasme	apekshawadibhasme002@gmail.com	7447317960	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861505853	0120170428	14967631	Avinash	Kumar	avinashkumar@mitaoe.ac.in	7675813927	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861278107	0120170377	14967648	Charan	Srinivasan	charanshrinivasan@gmail.com	8308825937	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861463797	0120170277	14967458	Dnyandeep	Sagar	sagardnyandeep@gmail.com	8806995545	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861590943	120170176	14967459	Dnyanesh Sanja	Saipute	dnyaneshss99@gmail.com	8766736969	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861265486	0120170321	14967725	Hirjul	Shende	hrijulshende99@gmail.com	8879788189	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861134095	0220180159	14967318	Ketan	Dhore	ketandhore2000@gmail.com	9763849282	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861299508	0120170091	14967767	Kiran	Awati	awaitkiran17@gmail.com	7038592484	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861032446	0120170334	14967777	Krushna	Garkal	krushnagarkal2@gmail.com	8605991158	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861453532	0120170322	14967789	Kunal	Rewade	kunalrewade9@gmail.com	9834649755	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861810797	0120170101	14967798	Maheshwari	Satpute	maheshwarisatpute0611@gmail.com	8788849763	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune



21-Mar-2021

Dear Ayush Anant,  
B.Tech/B.E., Electronics and Communication Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967632

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

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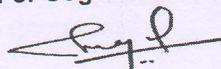
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,  
**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar  
**Vice President – Human Resources**

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**Signature:**

**Date:**

## Compensation and Benefits

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Designation: Programmer Analyst  
Trainee

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1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>



# Cognizant®

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	14967972	Abhijeet	Pathak	mr.pathakabhijeet@gmail.com	7798350315	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861969982	1032170593	14967526	Aditya	Agarwal	aditya.tbdewal@gmail.com	7000458054	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861534848	0120170449	14967548	Aman	Kumar	k16aman@gmail.com	9284203327	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861010422	01020170198	14967541	Amruta	Susange	susangeamruta@gmail.com	7758084433	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861970194	0120170119	14967586	Ankita	Jadhav	ankitvjadhav22@gmail.com	7741815395	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861229481	0120170273	14967600	Apeksha	Wadibhasme	apekshawadibhasme002@gmail.com	7447317960	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861505853	0120170428	14967631	Avinash	Kumar	avinashkumar@mitaoe.ac.in	7675813927	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861278107	0120170377	14967648	Charan	Srinivasan	charansrinivasan@gmail.com	8308825937	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861463797	0120170277	14967458	Dnyandeep	Sagar	sagardnyandeep@gmail.com	8806995545	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861590943	120170176	14967459	Dnyanesh Sanja	Saipute	dnyaneshss99@gmail.com	8766736969	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861265486	0120170321	14967725	Hrjui	Shende	hrjuijhende99@gmail.com	8879788189	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861134095	0220180159	14967318	Ketan	Dhore	ketandhore2000@gmail.com	9763849282	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861299508	0120170091	14967767	Kiran	Awati	awatikiran17@gmail.com	7038592484	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861032446	0120170334	14967777	Krushna	Garkal	krushnagarikal2@gmail.com	8605991158	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861453532	0120170322	14967789	Kunal	Rewade	kunalrewades@gmail.com	9834649755	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune
12441861810797	0120170101	14967798	Maheshwari	Saipute	maheshwarisaipute0611@gmail.com	8788849763	B. Tech/B. E.	Electronics & Telecommunic	Maharashtra Institute of Technology, Pune



20-Mar-2021

Dear Dnyandeep Sagar,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967458

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

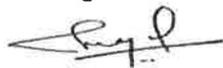
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Dnyandeep Sagar

**Designation:** Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant®

## CAMPUS RECRUITMENT 2021



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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
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12441861032446	0120170334	Krushna	Garkal	krushnagarikal2@gmail.com	8605991158	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861453532	0120170322	Kunal	Rewade	kunalrewade@gmail.com	9834649755	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861810797	0120170101	Maheshwari	Saipute	maheshwariSaipute0611@gmail.com	8788849763	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune



21-Mar-2021

Dear Hrijul Shende,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967725

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Hrijul Shende

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
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**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



21-Mar-2021

Dear Ketan Dhore,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967318**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

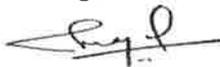
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Ketan Dhore

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant<sup>®</sup>

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

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It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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32K

Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	Abhijeet	Pathak	mr.pathakabhijeet@gmail.com	7798350315	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861969982	1032170593	Aditya	Agarwal	aditya.tibdewal@gmail.com	7000458054	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861534848	0120170449	Aman	Kumar	k16aman@gmail.com	9284203327	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861010422	01020170198	Amruta	Susange	susangeamruta@gmail.com	7758084433	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861970194	0120170119	Ankita	Jadhav	ankitajadhav22@gmail.com	7741815395	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861229481	0120170273	Apeksha	Wadibhasme	apekshawadibhasme002@gmail.com	7447317960	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861505853	0120170428	Avinash	Kumar	avinashkumar@mlace.ac.in	7675813927	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861278107	0120170377	Charan	Srinivasan	charansrinivasan@gmail.com	8308825937	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861463797	0120170277	Dnyandeep	Sagar	sagardnyandeep@gmail.com	8806995545	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
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12441861265486	0120170321	Hijuli	Shende	hrijulshende99@gmail.com	8879788189	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
12441861134095	0220180159	Ketan	Dhore	ketandhore2000@gmail.com	9763849282	B. Tech/B. E.	Electronics & Telecommuni	Maharashtra Institute of Technology, Pune
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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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# Cognizant

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32K

	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	14967972	Abhijeet	Pathak	mr.pathakabhijeet@gmail.com	7798350315	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861969982	1032170593	14967526	Aditya	Agarwal	aditya.tibdewal@gmail.com	7000458054	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861534848	0120170449	14967548	Aman	Kumar	k16aman@gmail.com	9284203327	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861010422	01020170198	14967541	Amruta	Susange	susangeamruta@gmail.com	7758084433	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861970194	0120170119	14967586	Ankita	Jadhav	ankitajadhav22@gmail.com	7741815395	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861229481	0120170273	14967600	Apeksha	Wadibhasme	apekshawadibhasme002@gmail.com	7447317960	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861505853	0120170428	14967631	Avinash	Kumar	avinashkumar@mitaoe.ac.in	7675813927	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861278107	0120170377	14967648	Charan	Srinivasan	charanshrinivasan@gmail.com	8308825937	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861463797	0120170277	14967458	Dnyandeep	Sagar	sagardnyandeep@gmail.com	8806995545	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861590943	120170176	14967459	Dnyanesh Sanjia	Satpute	dryaneshss99@gmail.com	8766736969	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861265486	0120170321	14967725	Hrjijul	Shende	hrjijulshende99@gmail.com	8879788189	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861134095	0220180159	14967318	Ketan	Dhore	ketandhore2000@gmail.com	9763849282	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861299508	0120170091	14967767	Kiran	Awati	awatikiran17@gmail.com	7038592484	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861032446	0120170334	14967777	Krushna	Garkal	krushnagarkal2@gmail.com	8605991158	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861453532	0120170322	14967789	Kunal	Rewade	kunalrewade99@gmail.com	9834649755	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune
12441861810797	0120170101	14967798	Maheshwari	Satpute	maheshwarsatpute061@gmail.com	8788849763	B. Tech/B. E.	Electronics & Telecommunication	Maharashtra Institute of Technology, Pune



23-Mar-2021

**Dear Madura Joshi,**  
B.Tech/B.E., Electronics and Communication Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967797**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

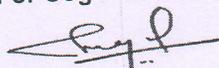
### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

**Compensation and Benefits**

**Name:** Madura Joshi

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant<sup>®</sup>

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



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**4 attachments**

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results !.xlsx**  
32K

Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861763742	0120170245	Abhijeet	Pathak	mr.pathakabhijeet@gmail.com	7798350315	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
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12441861453532	0120170322	Kunal	Rewade	kunalrewade9@gmail.com	9834649755	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune
12441861810797	0120170101	Maheshwari	Saipute	maheshwarisaipute0611@gmail.com	8788849763	B.Tech/B.E.	Electronics & Telecommunid	Maharashtra Institute of Technology,Pune



24-Mar-2021

**Dear Mandar Pardakhe,**  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967808**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college document accepted electronically on Apr 2 2021 at 1:58AM effective from 2021-08-27. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

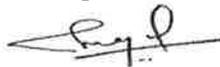
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

✓ I Mandar Pardakhe hereby agree that I have understood the terms and conditions of the current document accepted electronically on Apr 2 2021 11:58AM effective from 2021-08-17

## Compensation and Benefits

Name: Mandar Pardakhe

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

I Mandar Pardakhe hereby agree that I have understood the terms and conditions of the current document accepted electronically on Apr 2 2021 11:58AM effective from 2021-08-17  
In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

✓ I Mandar Pardakhe hereby agree that I have understood the terms and conditions of the current document accepted electronically on Apr 2 2021 11:58AM effective from 2021-08-17

204

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant®

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

10-03-2022, 11:00

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861042759	0120170160	14967822	Mohi	Kamal	mohikamal1999@gmail.com	9934434604	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
1244186111260	0120170489	14967836	Nidhi	Rani	nrani@nitaoe.ac.in	7004827546	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861092214	0120170470	14967870	Pooja	Malpani	malpanipooja40@gmail.com	7066007032	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861009011	0120170307	14967885	Prathamesh	Shende	pshende@nitaoe.ac.in	8983517356	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861830267	0120170212	14967903	Pushpak	Tiple	pnitple@itaoe.ac.in	8766511653	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861054193	0120170202	14967908	Rahul	Mahajan	mahajanrahul250@gmail.com	8308171932	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861883074	0120170385	14967753	Rajan	Kumar	rajankja2012@gmail.com	8340321882	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861893006	0120170468	14797097	Shiwani	Chaubey	sunitachaubey@nitaoe.ac.in	9325132484	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861928738	120170033	14968088	Swamini	Jadhav	swaminijadhav207@gmail.com	7769094470	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861916003	0120170453	14968034	Tejas V	Nimbre	tejasnimbre99@gmail.com	8850417079	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861380954	0120170442	14967960	Vanshika	Dhillo	ashdhillo@gmail.com	9922427366	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune
12441861737180	0120170394	14968138	Yashvardhan	Singh	yashvardhansingh64@gmail.com	8009318289	B.Tech/B.E.	Electronics & Telecommunic	Maharashtra Institute of Technology,Pune



24-Mar-2021

Dear Nidhi Rani,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967836**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

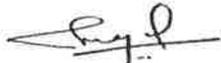
### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Nidhi Rani

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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206

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Mon, Mar 7, 2022 at 2:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

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21-Mar-2021

Dear Prathamesh Shende,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967886

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

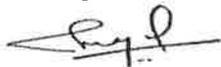
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Prathamesh Shende

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

#### **Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

#### **Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021

**Dear Prof. Hemant Mali,**

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Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
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-  **Cognizant Internship 2021 - FAQs.pdf**  
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-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
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12441861042759	0120170160	14967822	Monit	Kamal	mohitkamal1999@gmail.com	9834434604	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune
12441861111260	0120170489	14967836	Nidhi	Rani	nrnani@mitaoe.ac.in	7004827546	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune
12441861092214	0120170470	14967870	Pooja	Malpani	malpanipooja40@gmail.com	7066007032	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune
12441861009011	0120170307	14967885	Prathamesh	Sherde	pnsherde@mitaoe.ac.in	8983517356	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune
12441861830267	0120170212	14967903	Pushpak	Tiple	pmtuple@itaoe.ac.in	8766511653	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune
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12441861737180	0120170394	14968138	Yashvardhan	Singh	yashvardhansingh964@gmail.com	8009318289	B. Tech/B. E.	Electronics & Telecommun	Maharashtra Institute of Technology, Pune

209

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
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To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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23-Mar-2021

Dear Rajan Kumar,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967753**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Rajan Kumar

**Designation:** Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

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21-Mar-2021

Dear **Shiwani Chaubey**,  
B.Tech/B.E., Electronics & Telecommunications  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14797097**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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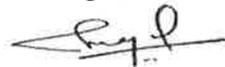
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Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Shiwani Chaubey

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

2/2

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

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Date: Wed, Dec 2, 2020 at 1:33 AM

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To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant®

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# Cognizant

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12441861916003	0120170453	14968034	Tejas V	Nimbre	tejasnimbre99@gmail.com	8850417079	B. Tech/B. E.	Electronics & Telecommunid	Maharashtra Institute of Technology, Pune
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12441861737180	0120170394	14968138	Yashvardhan	Singh	yashvardhansingh964@gmail.com	8009318289	B. Tech/B. E.	Electronics & Telecommunid	Maharashtra Institute of Technology, Pune

Bhate Chawl, Nigdi  
Pune-411062  
India

Ph: +91-8087721295

Dear Kunal,

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

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.19 7:33:41 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
91 80 2852 0261  
F 01 00 7057 0727

216

216

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Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.19 17:33:41 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
91 80 2852 0261  
F O I 9 0 7 0 5 7 0 2 2 7

**Fwd: MIT- Final Shortlists**

1 message

Fri, Mar 11, 20

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@admin.maepune.ac.in>

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

From: **Shaikh, Wasima, Vodafone Group** <Wasima.Shaikh@vodafone.com>

Date: Thu, Dec 24, 2020, 11:53 AM

Subject: MIT- Final Shortlists

To: director.iac@mitpune.edu.in &lt;director.iac@mitpune.edu.in&gt;, hemant.mali@mitwpu.edu.in &lt;hemant.mali@mitwpu.edu.in&gt;, jdpatkar@mitaoe.ac.in &lt;jdpatkar@mitaoe.ac.in&gt;

Hi Team,

Please send an acknowledgement on the list of shortlisted candidates and confirm their joining at \_VOIS.

Thanks,  
 Wasima Shaikh

General

From: **Shaikh, Wasima, Vodafone Group**

Sent: Tuesday, December 22, 2020 10:20 AM

To: director.iac@mitpune.edu.in; hemant.mali@mitwpu.edu.in; jdpatkar@mitaoe.ac.in

Subject: MIT- Interview Feedback

Hi Team,

PFB the interview feedback.

Please acknowledge the selection and confirm their joining with \_VOIS.

Full Name	Email id	AMCAT ID	College	Tech Feedback	HR&P Feedback
Harsh Mehta	harshnageshmehta@gmail.com	124060286050459	MIT	Selected	Selected
Diksha Naik	dikshanaik14@gmail.com	124060286326991	MIT	Selected	Selected
Yash Borse	iyashborse@gmail.com	124060286616352	MIT	Rejected	Rejected
Navneet Kumar	nav.ansu2017@gmail.com	124060286139540	MIT	Rejected	Rejected

Thanks,

  
 cid:image002.png@01D5DCF0.706DBF40

**Wasima Shaikh**

Resourcing

**Vodafone Intelligent Solutions**Business@Mantri, Tower A, 3rd to 4<sup>th</sup>

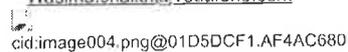
Floor, Wing A1&amp;A2 and Tower B,4th

Floor, Wing B1&B2, Survey  
No.197,

Hissa No. 2+4 to 7B, Nagar Road,

Lohegaon,Pune-411014.

[Wasima.shaikh@vodafone.com](mailto:Wasima.shaikh@vodafone.com)

  
 cid:image004.png@01D5DCF1.AF4AC680

C2 General

4 attachments

 VOIS image001.png  
2K



Image002.png  
50K

 VOIS image001.png  
2K

 MIT - Shortlisted students.xlsx  
29K

Full name	Email id	AMCAT ID	College	Date	Tech Feedback	HRBP Feedback
Shweta Panhalkar	shwetapanhalkar4@gmail.com	124060286586692	MIT WPU	17-Dec-20	selected	selected
Aakriti Bhat	aakriti43bhat@gmail.com	124060286820913	MIT WPU	17-Dec-20	selected	selected
Vrushabh Shah	vrushabhshahs@gmail.com	124060286536974	MIT WPU	17-Dec-20	selected	selected
Ishita Kothari	ishtakothar124@gmail.com	124060286714134	MIT WPU	17-Dec-20	selected	selected
Astha Kawatra	kawatraastha.ak@gmail.com	124060286221592	MIT WPU	17-Dec-20	selected	selected
Vignesh Iyer	vigneshiyer666666@gmail.com	124060286777189	MIT WPU	17-Dec-20	selected	selected
Konika Sharma	konikadutta2991@gmail.com	124060286843521	MIT WPU	17-Dec-20	selected	selected
Shreya Sathe	shreeyasathe10@gmail.com	124060286466320	MIT WPU	17-Dec-20	selected	selected
Tanisha Dhopeswar	tanishadhopeswar13@gmail.com	124060286072425	MIT WPU	17-Dec-20	selected	selected
Anisha Bhandare	anishabhandare@gmail.com	124060286077002	MIT WPU	17-Dec-20	selected	selected
Nitish Warbhe	ndwarbhe@mitaoe.ac.in	124060286419024	MIT WPU	17-Dec-20	selected	selected
Devedra Dahale	dhdahale@mitaoe.ac.in	124060286905781	MIT WPU	17-Dec-20	selected	selected
Samarth Vaishampayan	vaishampayan.samarth@gmail.com	124060286144456	MIT WPU	17-Dec-20	selected	selected
manas yeole	manasyeoleoct9905@gmail.com	124060286245436	MIT WPU	17-Dec-20	selected	selected
Roshni Bhirad	roshnibhirad7@gmail.com	124060286869410	MIT WPU	17-Dec-20	selected	selected
Vivek Ray	vivekray903@gmail.com	124060286138352	MIT WPU	17-Dec-20	selected	selected
Piyush Sonvane	ppsonvane@mitaoe.ac.in	124060286869392	MIT WPU	17-Dec-20	selected	selected
Shifani Ram	shifani99@gmail.com	124060286424976	MIT WPU	17-Dec-20	selected	selected
Rakshit Singh	rakshitranjan99@gmail.com	124060286804439	MIT WPU	17-Dec-20	selected	selected
Supriya Joshi	supriyajoshi@mitaoe.ac.in	124060286771402	MIT WPU	17-Dec-20	selected	selected
Suyash Kulkarni	suyashk28@gmail.com	124060286488515	MIT WPU	17-Dec-20	selected	selected
Pranav Tagare	pranavtagare14@gmail.com	124060286418203	MIT WPU	17-Dec-20	selected	selected
Abhishhek Abhyankar	abhishhekabhyankar2099@gmail.com	124060286085016	MIT WPU	17-Dec-20	selected	selected
dev bakiwal	devbakiwal@gmail.com	124060286108218	MIT WPU	17-Dec-20	selected	selected
Rutuja Bagale	rabagale@mitaoe.ac.in	124060286173015	MIT WPU	17-Dec-20	selected	selected
Om Javare	om.javare@gmail.com	124060286386537	MIT WPU	17-Dec-20	selected	selected
Madhura Patil	madhurapatil2205@gmail.com	124060286132564	MIT WPU	17-Dec-20	selected	selected
Yogesh Zalte	yzalte@mitaoe.ac.in	124060286198137	MIT WPU	18-Dec-20	Selected	Selected
Nikhil Kiwale	npkiwale@mitaoe.ac.in	124060286383079	MIT WPU	18-Dec-20	Selected	Selected
Grace Hoosur	gggh1999@gmail.com	124060286117611	MIT WPU	18-Dec-20	Selected	Selected
Vishvesh Kulkarni	vishvesh.kulkarni1999@gmail.com	124060286214794	MIT WPU	18-Dec-20	Selected	Selected
Raghavendra Chate	rmchate@mitaoe.ac.in	124060286392909	MIT WPU	18-Dec-20	Selected	Selected

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26-March-2021

Rutuja Amrit Bagale

D-2-2, State Emp., Co-Op Housing Society, Ashoknagar, Satpur, Nashik, MH-422012

Dear Rutuja,

**Welcome to Vodafone!**

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of posting will be based at **Pune, EON**. & Work from Home location will be based at **Pune**. Depending on the business requirement, the Company reserves the right to either instruct you to work from any of its office locations or from home which shall be at all times be based out of the above mentioned location unless otherwise instructed by the Company in writing. You are expected to maintain reasonable infrastructure at home to perform your services effectively. During employment with the Company, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad. You understand that the Company shall provide you with the necessary equipment including IT assets to perform your services efficiently. In case you decide not to join us for any reasons whatsoever and the Company's assets have been delivered to you, it shall be your responsibility to ensure that the assets are returned back to the Company as it is without any tampering. You shall be responsible for any damage to the assets provided to you by the Company before, during and post termination of your employment and you agree to the same.
2. You are expected to join as early as possible and not later than 05-July-2021 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.





Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Rutuja Amrit Bagale	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (In INR)	Annual Amount (In INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance <sup>1</sup>	11,803.22	141,638.64
Component (B) - Retirals <sup>2</sup>		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	<b>32,196.97</b>	<b>386,363.64</b>
Component (C) - Target GSTIP <sup>3</sup>		
Target GSTIP Is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash <sup>4</sup> (Fixed Pay + GSTIP)	<b>35,416.67</b>	<b>425,000.00</b>
<small>1 Management Allowance and Target GSTIP<sup>3</sup> are inclusive of the interim bonus as payable under the statute</small>		
<small>2 Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund</small>		
<small>3 GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company &amp; Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out</small>		
<small>4 Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit</small>		
<small>Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment</small>		
<b>Taxation:</b> <small>All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)</small>		



## Annexure 2 – Monthly/ Annual Benefits:

	Monthly/ Annual Benefits	Details
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive <b>INR 25,00,000</b> as per terms & condition of the policy.
	Group Term Life Insurance (GTL)	A comprehensive policy designed to provide life Insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for <b>INR 25,00,000</b>
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children) <b>Self - INR 2,00,000</b> <b>Spouse - INR 1,00,000</b> <b>Child 1 - INR 1,00,000</b> <b>Child 2 - INR 1,00,000</b> The premium for ensuring this cover is borne by the organization. A co-pay will be applicable for all Self, Spouse & Children claims. You may also <b>opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount.</b> A co-pay of will be applicable to Parental claims
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of <b>INR 11,000 every 2 years</b> (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of <b>INR 800 per month</b> which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: <b>Privilege leave (annual leave) of 22 days</b> <b>Sick leave - 7 Days</b> <b>Casual leave - 7 Days</b> In addition, there will be <b>11 calendar holidays</b> . Maternity & Parenting leave applicable as per Company's Policy



## **CONFIDENTIAL INFORMATION**

"**Confidential Information**" shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

- a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.
- b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.
- c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.
- d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.
- e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.
- f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

### **ACKNOWLEDGEMENT & ACCEPTANCE**

**SIGNATURE:** \_\_\_\_\_

**NAME:** \_\_\_\_\_

**DATE:** \_\_\_\_\_



# Let's be absolutely safe



Always wear a helmet while riding



Do not talk on phone while driving



Never drive under the influence of alcohol or illegal drugs



Electrical problems should only be fixed by qualified workers



Never exceed speed limits



Use suitable protective equipment and attach safety harness while working at heights



Always wear your seatbelt while driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.

**Ready?**



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26-March-2021

Supriya Pradiprao Joshii  
MIT Alandi, Pune, Maharashtra, India - 412105

Dear Supriya,

**Welcome to Vodafone!**

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of posting will be based at **Pune, EON**. & Work from Home location will be based at **Pune**. Depending on the business requirement, the Company reserves the right to either instruct you to work from any of its office locations or from home which shall be at all times be based out of the above mentioned location unless otherwise instructed by the Company in writing. You are expected to maintain reasonable infrastructure at home to perform your services effectively. During employment with the Company, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad. You understand that the Company shall provide you with the necessary equipment including IT assets to perform your services efficiently. In case you decide not to join us for any reasons whatsoever and the Company's assets have been delivered to you, it shall be your responsibility to ensure that the assets are returned back to the Company as it is without any tampering. You shall be responsible for any damage to the assets provided to you by the Company before, during and post termination of your employment and you agree to the same.
2. You are expected to join as early as possible and not later than 05-July-2021 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.



6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
  - The relieving / resignation acceptance letter from your present employer
  - 3 passport size photographs & a copy of your PAN card
7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

---

**Gopal Saha**  
General Manager – Resourcing

**ACKNOWLEDGEMENT & ACCEPTANCE**

I have read and understood the above terms and conditions and hereby accept the same.

**SIGNATURE:** \_\_\_\_\_

**NAME:** \_\_\_\_\_

**DATE:** \_\_\_\_\_



Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Supriya Pradiprao Joshil	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (In INR)	Annual Amount (In INR)
<b>Component (A)</b>		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance <sup>1</sup>	11,803.22	141,638.64
<b>Component (B) - Retirals <sup>2</sup></b>		
Provident Fund (Company Contribution)	1,800.00	21,600.00
<b>Total Fixed Pay (A+B)</b>	<b>32,196.97</b>	<b>386,363.64</b>
<b>Component (C) - Target GSTIP <sup>3</sup></b>		
Target GSTIP Is @ 10% of Fixed Pay	3,219.70	38,636.36
<b>Total Target Cash <sup>4</sup> (Fixed Pay + GSTIP)</b>	<b>35,416.67</b>	<b>425,000.00</b>
<small>1. Management Allowance and Target GSTIP <sup>3</sup> are inclusive of the interim bonus as payable under the statute</small>		
<small>2. Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund</small>		
<small>3. GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company &amp; Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out</small>		
<small>4. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit</small>		
<small>Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment</small>		
<b>Taxation:</b> <small>All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)</small>		



**Annexure 2 – Monthly/ Annual Benefits:**

	Monthly/ Annual Benefits	Details
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to <b>disablement</b> during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive <b>INR 25,00,000</b> as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life Insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for <b>INR 25,00,000</b>
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediciam Insurance policy for Self & Dependents (Spouse + 2 Children) <b>Self - INR 2,00,000</b> <b>Spouse - INR 1,00,000</b> <b>Child 1 - INR 1,00,000</b> <b>Child 2 - INR 1,00,000</b> The premium for ensuring this cover is borne by the organization. A co-pay will be applicable for all Self, Spouse & Children claims You may also <b>opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount.</b> A co-pay of will be applicable to Parental claims
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of <b>INR 11,000 every 2 years</b> (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company up to an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of <b>INR 800 per month</b> which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: <b>Privilege leave (annual leave) of 22 days</b> <b>Sick leave - 7 Days</b> <b>Casual leave - 7 Days</b> In addition, there will be <b>11 calendar holidays</b> . Maternity & Parenting leave applicable as per Company's Policy

## CONFIDENTIAL INFORMATION

"Confidential Information" shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

- a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.
- b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.
- c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.
- d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.
- e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.
- f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

### ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_





# Let's be absolutely safe



Always wear a helmet while riding



Do not talk on phone while driving



Never drive under the influence of alcohol or illegal drugs



Electrical problems should only be fixed by qualified workers



Never exceed speed limits



Use suitable protective equipment and attach safety harness while working at heights



Always wear your seatbelt while driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.  
**Ready?**





220

## Fwd: MIT- Final Shortlists

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@admin.maepune.ac.in>

Fri, Mar 11, 2022

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

From: Shaikh, Wasima, Vodafone Group &lt;Wasima.Shaikh@vodafone.com&gt;

Date: Thu, Dec 24, 2020, 11:53 AM

Subject: MIT- Final Shortlists

To: director.iac@mitpune.edu.in &lt;director.iac@mitpune.edu.in&gt;, hemant.mali@mitwpu.edu.in &lt;hemant.mali@mitwpu.edu.in&gt;, jdpatkar@mitaoe.ac.in &lt;jdpatkar@mitaoe.ac.in&gt;

HI Team,

Please send an acknowledgement on the list of shortlisted candidates and confirm their joining at \_VOIS.

Thanks,  
 Wasima Shaikh

General

From: Shaikh, Wasima, Vodafone Group

Sent: Tuesday, December 22, 2020 10:20 AM

To: director.iac@mitpune.edu.in; hemant.mali@mitwpu.edu.in; jdpatkar@mitaoe.ac.in

Subject: MIT- Interview Feedback

HI Team,

PFB the interview feedback.

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Yash Borse	iyashborse@gmail.com	124060286616352	MIT	Rejected	Rejected
Navneet Kumar	nav.ansu2017@gmail.com	124060286139540	MIT	Rejected	Rejected

Thanks,

cid:image002.png@01D5DCF0.706DBF40  
 Wasima Shaikh

Resourcing

Vodafone Intelligent Solutions

Business@Mantri, Tower A, 3rd to 4<sup>th</sup>

Floor, Wing A1&amp;A2 and Tower B,4th

Floor, Wing B1&B2, Survey  
No.197,

Hissa No. 2+4 to 7B, Nagar Road,

Lohegaon,Pune-411014.

[Wasima.shaikh@vodafone.com](mailto:Wasima.shaikh@vodafone.com)

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C2 General

4 attachments

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Image002.png  
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\_VOIS Image001.png  
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MIT - Shortlisted students.xlsx  
29K

Rudrani Shete	rudushete@gmail.com	124060286069585	MIT WPU	18-Dec-20	Selected	Selected
ishan bhardwaj	iabhardwaj@mitaoe.ac.in	124060286698706	MIT WPU	18-Dec-20	Selected	Selected
Siddesh Pacharne	sbpacharne@mitaoe.ac.in	124060286886544	MIT WPU	18-Dec-20	Selected	Selected
Ankit Jain	ankit-jain@mitaoe.ac.in	124060286096442	MIT WPU	19-Dec-20	Selected	Selected
Parth Gulavani	parthgulavani@g7@gmail.com	124060286239727	MIT WPU	19-Dec-20	Selected	Selected
Harsh Mehta	harshnageshmehta@gmail.com	124060286050459	MIT WPU	21-Dec-20	Selected	Selected
Diksha Naik	dikshanaik14@gmail.com	124060286326991	MIT WPU	21-Dec-20	Selected	Selected

(221)

**Fwd: MIT- Final Shortlists**

1 message

Jayant Patkar &lt;jdpatkar@mitaoe.ac.in&gt;

Fri, Mar 11, 20

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**Wasima Shaikh**

Resourcing

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C2 General

4 attachments

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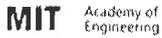
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Aakriti Bhat	aakriti43bhat@gmail.com	124060286820913	MIT WPU	17-Dec-20	selected	selected
Vrushabh Shah	vrushabhshahs@gmail.com	124060286536974	MIT WPU	17-Dec-20	selected	selected
Ishita Kothari	ishitakothar124@gmail.com	124060286714134	MIT WPU	17-Dec-20	selected	selected
Astha Kawatra	kawatraastha.ak@gmail.com	124060286221592	MIT WPU	17-Dec-20	selected	selected
Vignesh Iyer	vigneshiyer666666@gmail.com	124060286777189	MIT WPU	17-Dec-20	selected	selected
Konika Sharma	konikadutta2991@gmail.com	124060286843521	MIT WPU	17-Dec-20	selected	selected
Shreya Sathe	shreeyasathe10@gmail.com	124060286466320	MIT WPU	17-Dec-20	selected	selected
Tanisha Dhopeswar	tanishadhopeswar13@gmail.com	124060286072425	MIT WPU	17-Dec-20	selected	selected
Anisha Bhandare	anisha.bhandare@gmail.com	124060286077002	MIT WPU	17-Dec-20	selected	selected
Nitish Warbhe	ndwarbhe@mitaoe.ac.in	124060286419024	MIT WPU	17-Dec-20	selected	selected
Devendra Dahale	dhdahale@mitaoe.ac.in	124060286905781	MIT WPU	17-Dec-20	selected	selected
Samarth Vaishampayan	vaishampayan.samarth@gmail.com	124060286144456	MIT WPU	17-Dec-20	selected	selected
manas yeole	manasyeoleoct9905@gmail.com	124060286245436	MIT WPU	17-Dec-20	selected	selected
Roshni Bhirad	roshnibhirad7@gmail.com	124060286869410	MIT WPU	17-Dec-20	selected	selected
Vivek Ray	vivekray903@gmail.com	124060286138352	MIT WPU	17-Dec-20	selected	selected
Piyush Sonvane	ppsonvane@mitaoe.ac.in	124060286869392	MIT WPU	17-Dec-20	selected	selected
Shifani Ram	shifani99@gmail.com	124060286424976	MIT WPU	17-Dec-20	selected	selected
Rakshit Singh	rakshitranjan99@gmail.com	124060286804439	MIT WPU	17-Dec-20	selected	selected
Supriya Joshi	supriyajoshi@mitaoe.ac.in	124060286771402	MIT WPU	17-Dec-20	selected	selected
Suyash Kulkarni	suyashk28@gmail.com	124060286488515	MIT WPU	17-Dec-20	selected	selected
Pranav Tagare	pranavtagare14@gmail.com	124060286418203	MIT WPU	17-Dec-20	selected	selected
Abhishhek Abhyankar	abhishhekabhyankar2099@gmail.com	124060286085016	MIT WPU	17-Dec-20	selected	selected
dev bakliwal	devbakliwal@gmail.com	124060286108218	MIT WPU	17-Dec-20	selected	selected
Rutuja Bagale	rabagale@mitaoe.ac.in	124060286173015	MIT WPU	17-Dec-20	selected	selected
Om Javare	om.javare@gmail.com	124060286386537	MIT WPU	17-Dec-20	selected	selected
Madhura Patil	madhurapatil2205@gmail.com	124060286132564	MIT WPU	17-Dec-20	selected	selected
Yogesh Zalte	ybzalte@mitaoe.ac.in	124060286198137	MIT WPU	18-Dec-20	Selected	Selected
Nikhil Kiwale	nпкиwale@mitaoe.ac.in	124060286383079	MIT WPU	18-Dec-20	Selected	Selected
Grace Hoosur	gggh1999@gmail.com	124060286117611	MIT WPU	18-Dec-20	Selected	Selected
Vishvesh Kulkarni	vishvesh.kulkarni1999@gmail.com	124060286214794	MIT WPU	18-Dec-20	Selected	Selected
Raghavendra Chate	rmchate@mitaoe.ac.in	124060286392909	MIT WPU	18-Dec-20	Selected	Selected

222



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

**Fwd: MIT- Final Shortlists**

1 message

**Jayant Patkar** <jdpatkar@mitaoe.ac.in>  
To: Vikas Singh <vssingh@admin.maepune.ac.in>

Fri, Mar 11, 20

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

From: **Shaikh, Wasima, Vodafone Group** <Wasima.Shaikh@vodafone.com>  
Date: Thu, Dec 24, 2020, 11:53 AM  
Subject: MIT- Final Shortlists  
To: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>, hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

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Thanks,  
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Yash Borse	iyashborse@gmail.com	124060286616352	MIT	Rejected	Rejected
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**Wasima Shaikh**  
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Vodafone **Intelligent Solutions**  
Business@Mantri, Tower A, 3rd to 4<sup>th</sup>  
Floor, Wing A1&A2 and Tower B,4th  
Floor, Wing B1&B2, Survey  
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Hissa No. 2+4 to 7B, Nagar Road,  
Lohegaon,Pune-411014.

[Wasima.shaikh@vodafone.com](mailto:Wasima.shaikh@vodafone.com)  
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C2 General

4 attachments

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223

Ref No: 001/Easy Reach/HR/2018-19/1636/Offer01

Date: 30/12/20

To,  
SHAIKH AKBAR SHAIKH RASUL,  
Pune

Subject: **Offer of Employment**

With reference to your application and subsequent interview that you had with us, we are pleased to offer you employment in our organization as **Trainee Software Engineer** In our organization at Pune office". However in future the position may be transferable to any other location of the company or that group of companies.

Your gross emoluments per annum will be **5,43,600 per annum (CTC)**. Detailed break up will be shared in due course attached in Annexure A. Initially you will be on **6 months' probation** period. Leaves are not allowed in Probation Period. The other terms and conditions of your employment will be communicated to you after your joining. Appraisal cycle will be on one-year Completion. Retention Bonus will be paid after completion of one year in the organization.

Please note that the above offer of employment is subject to your getting declared medically fit by the registered medical practitioner. You are requested to get yourself medically examined by a registered medical practitioner. Please arrange to send fitness certificate before joining.

Please handover the following documents to the HR department on the day of joining.

1. Certificate of Academic qualifications
2. Reliving letter from previous employer
3. 2 passport size photographs
4. Copy of Passport/PAN Card/driving License
5. Family Photograph.

Please sign on duplicate copy of this letter as a token of your acceptance.

We wish you to join by 1<sup>st</sup> September 2021

Yours faithfully,

*Arati Deshpande*

Arati Deshpande  
EasyReach HR

Note: Company Reserves the right to take back this offer at any given point.





**Annexure A:-**
**Salary structure & deduction as per below.**

Basic Salary	15400
House Rent Allowance	7600
Medical Allowance	1250
Conveyance	1600
City Compensatory Allowance	6725
Special Allowance	4725
Internet - Wi-fi Connectivity	2000
<b>Gross Per Month A</b>	<b>39300</b>
Annual Salary (Gross)	471600
<b>Retention Bonus B</b>	<b>4200</b>
<b>Employer PF 12% C</b>	<b>1800</b>
<b>CTC Per month (A+B+C)</b>	<b>45300</b>

<b>CTC Annual</b>	<b>543600</b>
Salary in hand	
Gross	39300
Less Employee PF	1800
Less Profession Tax	200

 Net in Hand **37300**
**Deduction Per month: (As per Law)**

1. Profession Tax
2. Provident Fund as applicable.
3. Retention Bonus per month 4200/-

Yours faithfully,  
 Authorised Signatory  
*Arati Deshpande*

**Acknowledgement**

I accept the offer and will join on Dt:

Sign:

Name:



2021 Budget

ESTC - Branch

Reference Number : SSB-HR/DELHI/4062563  
Date of Offer : June 13, 2021

Ms. SHREYA BABAR  
FLAT NO.8, BUILDING B2, ABHIJHEET PARK  
VANDEV NAGAR THERAGOAN ROAD, DANGE CHOWK  
CHINCHWAD-411033

**Subject: Appointment Letter**

Dear Ms. SHREYA BABAR,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) (hereinafter referred to as "Company") and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world class organization. The guiding principle behind our endeavor to succeed originates from our Vision "ENGAGE WITH THE EMERGING" and our Mission "TRANSFORM AT THE INTERSECT".

With reference to the discussions that we had with you, we are pleased to offer you the role of **ENGINEER TRAINEE** in the Company and your designation will be **GRADUATE ENGINEER TRAINEE**. Your joining location will be Greater Noida.

We are pleased to offer you an Annual Total Compensation of ₹ 3,65,002. This includes a Variable Compensation of ₹ 18,250. The earned Variable Compensation may vary, depending on the Company's performance and your performance during the year.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in Annexure B. You shall be governed by the rules, regulations, and practices of the Company which may change from time to time. In case there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, and practices of the Company in future, the prevailing policy will overrule the terms and conditions prescribed in Annexure B.

Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before June 15, 2021.

Please also note:

- This offer of appointment is subject to satisfactory professional reference checks and your joining by June 15, 2021 as mentioned above. In the event of unsatisfactory outcome of the reference checks, the Company reserves the right to withdraw/revoke the Employment Agreement and/or terminate your employment if you have already joined the Company.
- This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this Employment Agreement.

# Coforge

The Company provides long-term career opportunities to every employee. We sincerely hope that you will grow with the organization.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

On your accepting this offer, the combination of this offer letter along with the listed Annexures shall form the complete Employment Agreement (and referred to as "**Employment Agreement**").

Thank you

For Coforge Ltd (erstwhile known as NIIT Technologies Limited)



**KANNIKA SAGAR**  
**CHIEF PEOPLE OFFICER**

**Candidate Signature :**

**Date :**

## ANNEXURE A - Compensation & Benefits Details

Name : SHREYA BABAR Applicant Number : 4062563  
Designation : GRADUATE ENGINEER TRAINEE Benefit Plan : Q  
Personnel Area : SEB, Gr.Noida SEZ 1, Coforge

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
	Flexi Basket	2,493
	<b>Gross Monthly</b>	<b>26,237</b>
B. Annual Benefit (₹)	PF (as per act)	21,600
	Mediclaim without Parents	6,262
	Life Insurance Premium	4,046
	<b>Annual Benefits Total</b>	<b>31,908</b>
C. Variable Compensation (₹) (on achievement of 100% goals)		18,250
D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.

2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules.

3. Variable Compensation shall be based on your Variable Compensation plan, and Variable Compensation Policy.

4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexibasket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.

5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.



Authorized Signatory

Candidate Acceptance / Sign Date

## Benefits Offered – Benefit Plan Q

S. No.	Benefit	Description	Benefit Limit
1	Special Dating Holiday	Additional Paid Leave either on your Birthday/Wedding Anniversary.	One Paid Leave as per your Date of Birth/Wedding Anniversary.
2	Special Dating Allowance	Benefit on your Birthday if you are Single or Wedding Anniversary if you are Married.	₹3,000/- once in a Financial Year
3	Leave Travel Allowance	Reimburse your travel expenses incurred on a holiday, and avail tax benefit on the same.	Maximum annual limit is up to one month's basic salary.
4	Insurance	<ul style="list-style-type: none"> <li>Life Insurance Coverage</li> <li>Mediclaim Scheme with Floater Option of Self + 3 or Self + 5 with/without parents.</li> <li>Group Personal Accident Insurance Cover</li> </ul>	Rs. 25,00,000/- Rs. 1,50,000/- to Rs. 30,00,000/- Accidental claim benefit as per GPAI policy
5	Executive Health-Check Up	Age between 35-40 years: Once in two financial years. Age between 40-45 years: Once in a financial year/ Once in two financial years with rollover benefit.	₹ 3,500/- Annually
6	Gratuity and Superannuation	As per Company Norms	As per Company Norms
7	Gym Facility/Allowance	Gym Facility on premises/ Allowance if gym facility is not available on premises.	Up to ₹500/- per month
8	Work From Home	Option to work from home in case of any medical exigency (basis approval).	As per Company Policy
9	Company Leased Accommodation	Option to avail Company Leased Accommodation on rent.	As per Benefit Plan & CLA Scheme
10	Each One Get One (EOGO)	Referral Scheme that offers benefits to refer friends/acquaintances for suitable positions in the organization.	As per EOGO Policy

## ANNEXURE B - Terms & Conditions of Employment

### 1. Probation Period

- 1.1 You will initially be on probation for a period of six (6) months which may be extended or reduced at the sole discretion of the Company.
- 1.2 During the period of probation, the appointment is terminable either by the Company or by you by serving notice as per clause 6.2 of this agreement or payment of gross salary in lieu thereof as per Notice Period Policy of the Company.
- 1.3 In case you decide to separate your services during the probation period, the Company, at its sole discretion, reserves the right not to accept salary in lieu of notice and relieve you only at the end of applicable notice period or on your completion of any pending assignments.
- 1.4 On successful completion of your probation period and on review of your performance, your appointment to the above post will be deemed confirmed by the Company unless contrary intention is informed to you in writing. All other terms and conditions as mentioned in this Employment Agreement will remain the same.
- 1.5 For computing the probation period, your actual date of joining the Company shall be taken into consideration.

### 2. Duties

- 2.1 You shall comply with the rules, regulations, and procedures as notified by the Company from time to time.
- 2.2 During working hours, you shall entirely devote your time, attention, and abilities to further the business interest of the Company.
- 2.3 The Company has the sole discretion to transfer you to any location, to any of the Company's affiliates, as well as seconded from the Company to any of its clients or customers, within India or outside India.
- 2.4 You shall, always, keep your manager promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company, provide such further information, and provide written records and/or explanation as your manager may require.
- 2.5 You shall not, without the Company's prior written consent, be in any way directly or indirectly engaged in or concerned with any other business or employment during or outside your hours of work. You can, however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character only with the express permission of the Company.
- 2.6 During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company or create a conflict of interest with the Company. In addition, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.
- 2.7 You shall render services and perform obligations and duties under this Employment Agreement accurately and in accordance with instructions, specifications, procedures, standards, guidelines, timeframe, if any, as issued from time to time by the Company for the performance of services to the satisfaction of the Company.
- 2.8 You shall be responsible for corporate, personnel, and personal taxes, if any and shall indemnify and hold harmless the Company for any liability in this connection.
- 2.9 You shall ensure that all reasonable skill, diligence, and care is taken in accordance with sound industry practices and/ or as specified by the Company from time to time, to the satisfaction of the Company.

### 3. Place of work

- 3.1 You will be in employment at any one of Company's offices, its affiliates, or Company's customer locations, as per business requirement.
- 3.2 You can be deputed to any other unit referred as "Posted Unit" at the sole discretion of Company. The terms and conditions of your deputation shall be detailed in the deputation letter issued to you.
- 3.3 The Company reserves the right to transfer you on a temporary or permanent basis to other job functions or departments within the Company, and assign such other duties as may be deemed fit in the interest of the Company.

- 3.4 You shall comply with the Company's rules relating to relocation to or from a Customer location.
- 3.5 You are entitled to certain scheduled benefits which shall be centrally administered by the Company and during the period of administration of such schemes, the legal ownership of any movable or immovable property will remain with Company.

#### 4. Taxation

The amount payable by the Company towards salaries and benefits shall be subject to deduction of income tax at source under applicable laws. All other requirements under the Indian tax laws including tax compliance and filing of tax returns shall be fulfilled by you at your own cost.

#### 5. Leave

You will be eligible for leave in accordance with the leave policy of the Company as applicable for the time being in force.

#### 6. Separation of Employment

- 6.1 You will automatically retire from services on attaining the superannuating age, as per company policy.
- 6.2 Either party may terminate this Employment Agreement, during or after probation, by serving:
- Ninety (90) days of notice period for employees who are covered under Special Skills listed in Annexure D in this Employment Agreement. Note that the Company's Notice Period Policy will override skills listed in Annexure D of this Employment Agreement. You will find latest Notice Period Policy on iEngage Portal.
  - Sixty (60) days for all other employees across the Company in accordance with the Notice Period Policy.
- 6.3 The Company may terminate your services immediately and without notice if:
- You commit a crime involving moral turpitude, theft, fraud and deceit;
  - Your conduct has adverse effect on the reputation of the Company, its directors and officers;
  - You commit any act or omission inconsistent with the duties assigned to you;
  - You are found to be in gross negligence or willful misconduct or misdemeanor;
  - You breach any of the terms and conditions of this Employment Agreement, or the Company's policies and Code of Conduct;
  - You provide false information to the Company at the time of your joining; or
  - Your performance is determined by the Company to be unsatisfactory.
- 6.4 The company has a zero-tolerance policy towards sexual harassment. When allegations of sexual harassment are made, the Employer will investigate them and, if substantiated, take disciplinary action which may even mean termination of services.
- 6.5 To accommodate business objectives, notice period policy is subject to change by Company, and the updated policy shall be applicable to you.
- 6.6 If you absent yourself without leave or remain absent beyond the period of leaves originally granted or subsequently extended, you shall be considered as having voluntarily resigned from employment without any notice unless you:
- Return to work within eight (8) days of commencement of such absence; or
  - Submit proofs in case of a medical / legal emergency.
- 6.7 At the time of discontinuation of your employment for any reason (resignation, separation, retirement, or any other), you shall submit a Separation Certificate as in Annexure E.

## 7. Code of Conduct

- 7.1 You shall always, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- 7.2 You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
- 7.3 The Company has released its Code of Conduct to address working standards, business interests, and protect the reputation of the Company. You will be required to adhere to Code of Conduct once you join the Company.

## 8. Representation and Warranties

- 8.1 The Company has made the offer of employment based on the bona fide statements and documents provided by you in your application form for employment. 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 terminate your services without notice.
- 8.2 You shall indemnify and hold the Company harmless against all costs, loss and damage that may be caused to the Company due to such misrepresentation. By signing this Employment Agreement, you also irrevocably consent to the Company collecting, using, and disclosing your personal information for various purposes including:
  - a) Initiate all necessary background check through various third-party agencies;
  - b) Implement the terms and conditions of various contracts entered by the Company; and
  - c) Comply with relevant laws.

## 9. Non-Solicitation and Non-Compete

You shall not, during a period ending twelve (12) months after termination of your employment, however caused, directly, or indirectly:

- a) Hire or engage or attempt to hire or engage any individual who is or was an employee, contractor or consultant of the Company (or any associated company) at any time during the twelve (12) month period prior to the termination of the employment, and who was personally known to you in the course of, or as a result of, your employment with the Company; or
- b) Solicit or persuade any customer of the Company to cease doing business with the Company or to reduce the amount of business that the customer would normally do with the Company.

You shall not, directly, or indirectly (whether as an employee, consultant, proprietor, partner, director, or otherwise), engage in any Competitive Activity in any of the "Restricted Territories" as defined below.

The term "Competitive Activity" shall mean the whole of the business activity carried on or engaged by or pursued by the Company and/or its affiliates and includes, but not limited to directly or indirectly, contacting or soliciting the business of any Customer for the purposes of selling goods and services provided by the Company or any of its affiliates.

The term "Restrictive Territories" shall mean each and every country, province, state, county, city, or other political subdivision of the world in which the Company or any of its affiliates is engaged in business or otherwise sells its respective products and services, now or in the future up to and including the date (if any) on which you commence employment with another employer.

The term "Customer" shall mean any person or business entity that has purchased goods or services from the Company or any of its affiliates, or any person or business entity that has contacted the Company or any of its affiliates for purposes of soliciting business (but excluding general solicitation) within the last twelve (12) months prior to your termination of employment with the Company.

## 10. Confidentiality & Intellectual Property

10.1 In this Employment Agreement, the term "Confidential Information" means the Confidential Information of the Company as set forth below:

**a) Company Internal Information which includes but is not limited to:**

- (i) Tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers;
- (ii) Employee / personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- (iii) Transaction details such as names or addresses, terms of services, contracts of particular transactions, or related information about potential customers, marketing information such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- (iv) Customer information, such as any compilation of past, existing, or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- (v) Vendor and service provider information, prices, and terms at which procurements are made by the Company.

**b) Technical Information which includes but is not limited to:**

- (i) All technical data, information concerning databases, source code, object code, research, product plans, products, services, trade secrets or know-how;
- (ii) Information relating to software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information;
- (iii) Information relating to trade secrets, confidential knowledge, data;
- (iv) Other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

**c) Business Information which includes but is not limited to:**

- (i) Business plans, mechanisms, business related functions, activities, business systems, processes, and services;
- (ii) Trade secrets, business strategies, marketing strategies, methods of operation, and market information;
- (iii) Other valuable information, confidential information, and trade-related information relating to the business and activities of the Company, and useful or necessary for the success of the Company's business and activities.

10.2 All the Intellectual Property arising out of this Employment Agreement with respect to the services provided by you shall vest solely with the Company. You shall not, during the term of this **Employment Agreement** and for a period of twelve (12) months after the termination of your employment, create any Intellectual Property for any third party that is substantially similar to any created by you for the Company.

10.3 You hereby acknowledge and agree that all rights, title, and interests in the Intellectual Property arising out of services provided by you pursuant to this Employment Agreement shall vest solely and absolutely in the Company.

10.4 You hereby undertake that you will not apply for any copyright, trademark, patent, or any intellectual property in relation to any of the Intellectual Property and Confidential Information provided by the Company pursuant to this Employment Agreement or developed by you either solely or jointly with the Company subsequent to the execution of this Employment Agreement.

10.5 You shall fully disclose, deliver, and transfer to the Company and perpetually assign to the Company, your entire right, title and interest, including moral rights, and on a worldwide basis, in and to any and all Intellectual Property whether patentable or copyrightable or not, originated, conceived, acquired or developed by you, either solely or jointly with others, arising out of the performance of the services provided to the Company by you under this Employment Agreement.

- 10.6 You will assist the Company and, if required by the Company, a customer in every way during and subsequent to the term of this Employment Agreement, to obtain for its or their own benefit the patents, copyrights, or other legal protection over such Intellectual Property in any and all countries in the world; and to do all such lawful acts to protect the Company's rights, title and interests, including the giving of testimony. You will be compensated by the Company for time spent in fulfilling these obligations at the same rate as for performing services hereunder.
- 10.7 You will make and maintain adequate and current written records of your work to document all such work and Intellectual Property, in the form of notes, sketches, drawings or reports relating thereto, which shall be delivered to or made available to the Company upon request at all reasonable times.
- 10.8 You recognize that, by virtue of this Employment Agreement, you will be given and shall have access to specialized technical know-how, information, data, and other confidential and proprietary information of the Company as well as information of its customers. You undertake not to divulge or communicate to any person (unless required by law or by any regulation or by any governmental authority with proper authority) or use or exploit for any purpose whatsoever, any of the trade secrets or confidential knowledge or information of the Company and the customer which he may receive or obtain as a result of entering into this Employment Agreement. This obligation and restriction on you shall continue to apply without limit in point of time but shall cease to apply to information or knowledge which may come into the public domain through no fault of yours, or was already known by you prior to the disclosure by the Company.
- 10.9 Without limiting the foregoing, you agree to hold the Company's Confidential Information in strict confidence and to use the same measures and degree of care that one would use to prevent disclosure of own Confidential Information of like importance, but in no instance less than reasonable care.
- 10.10 You agree that you will not, during the time of your employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and that you will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person, or entity unless consented to in writing by such employer, person, or entity.

## **11. Conflict of Interest**

- 11.1 You shall engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments whether the same is part-time (or 'moonlight' or freelance) or full-time, in an advisory capacity or otherwise, directly, or indirectly.
- 11.2 You shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with your commitments to the Company under this agreement.

## **12. Performance Management and Salary Revision**

You will be subjected to Annual Performance Review of the respective year. Your career and compensation progression will be based on your performance and Company policies prevailing at that point of time.

## **13. Medical Fitness**

- 13.1 Your appointment is subject to your being declared as medically fit by a doctor identified by the Company and communicated to you.
- 13.2 Company has the right to get you medically examined by any certified medical practitioner during the period of your employment. In case you are found medically unfit to continue the job, your service would be liable for termination.

## **14. Non-Disparagement**

You will not, at any time during the term of your employment and thereafter, make statements or representations, or otherwise communicate, directly or indirectly, in writing, orally, or otherwise, or take any action which may, directly or indirectly, disparage the Company or its respective officers, directors, employees, advisors, and businesses.

## 15. General

- 15.1 The designation assigned to you is subject to change depending upon work assignments made to you from time to time.
- 15.2 You must submit documents mentioned in check list in Annexure C.
- 15.3 This Employment Agreement shall be governed and construed in accordance with the laws of India. Any dispute arising under this Employment Agreement shall be subject to the local courts where you are based.
- 15.4 You will inform in writing to the Base unit of any change of address within a week from the change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- 15.5 You agree that you will intimate or keep the Company informed of any agreements, oral or written, which you may have entered into and which may relate to or affect your commitments under this Employment Agreement.
- 15.6 The invalidity or unenforceability of any clause of this Employment Agreement shall not affect the binding effect of the balance of the Agreement.
- 15.7 You acknowledge that the services to be rendered pursuant to this Employment Agreement are unique and personal. Accordingly, you shall not assign any of your rights or delegate any of your duties or obligations under this Employment Agreement.

## Acceptance

I, agree to accept the employment on the terms and conditions specified in this Employment Agreement and the Annexures.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Place: \_\_\_\_\_

Date: \_\_\_\_\_

**ANNEXURE C – List of documents required on date of joining  
(if not already submitted)**

1. Your copy of the appointment letter
2. Five passport size and two stamp size photographs with plain background
3. Information of your blood group
4. Qualifications documents – Graduation onwards till highest qualification (Final year/semester mark sheet & Degree/Passing Certificate(s))
5. If you have been working earlier :
  - a) Relieving Letter/Resignation acceptance letter/Experience Certificate from the previous employer
  - b) Appointment letter of the previous employer
  - c) Name of the Provident Fund Trust (in case it was a trust) and UAN Number
  - d) Your Provident Fund and Family Pension Fund Account Numbers
6. Copy of Passport (Indian/Non-Indian)
7. Copy of PAN Card
8. Copy of Aadhaar Card
9. Nominations (Name(s) & Date(s) of Birth) to be made for Mediclaim Scheme
10. In case you wish to opt out from company's Mediclaim scheme, you need to provide proof of documents of being covered through an alternate personal medical insurance policy.

## ANNEXURE D - Special Skills

AEM
Amazon — Lex
BA/QA (INS & FLMI/LOMA Certified)
Big Data/Hadoop – Cloudera, Hortonworks
Blockchain
Certified Performance / Security Testing Skill
Citrix
Cloud – Azure, AWS, Google Cloud
Dev Ops
Domain Testers-Vertical Domain Certified Testers (Ins, BFS, TTH, Healthcare)
Geneva
Google — Dialogflow
Intellimatch
L&A Products Skills
Mainframe
Markit EDM
MathWorks
MDM – Informatica, Profisee, Information Builders, Talend
Microsoft — Computer Vision API / LUIS / Azure Machine Learning Studio
Mobility - Android Native / IOS Native / Xamarin
Pega BA — Appian BA
Pega QA — Appian QA
Pega PM — Appian PM
Digital Pega — Digital Appian
P&C Products ( Including Testers ) – DCT, Guidewire, POINT
Python, R
React Native / React JS / Node JS
SCCM
SDET
Service Now
SFDC
Sitecore
Splunk
UI Path / Blue Prism / Automation Anywhere
SEI Platform Skills

## ANNEXURE E

### Separation Certificate

*(To be submitted by the Employee at the time of separation)*

1. This is to certify to \_\_\_\_\_ (the "**Company**") that, at the time of my separation of services from the Company, I have delivered all Company property including but not limited to Company's Confidential Information as specified in the Confidentiality & Intellectual Property Agreement annexed to my employment agreement ("**Employment Agreement**").
2. I further certify to the Company that I have returned all devices and equipment belonging to the Company (including Laptop, handheld electronic devices, telephone equipment, and other electronic devices), Company credit cards, records, data, notes, notebooks, forms, reports, files, studies, memoranda, manuals, plans, proposals, lists, correspondence (including emails and any other electronic correspondence), specifications, drawings, blueprints, sketches, materials, photographs, charts, magnetic media, and any other documents and property, and reproductions of any and all of the aforementioned items that were developed by me pursuant to my employment with the Company, obtained by me in connection with my employment with the Company, or otherwise belonging to the Company or its clients, vendors, or third parties.
3. I undertake to preserve as confidential all Confidential Information (as defined in the Confidentiality and Intellectual Property Clause) and I hereby confirm that I shall not use or disclose Confidential Information for any purpose either directly or indirectly either by myself or in conjunction with some other person.
4. I further certify that I have complied with all the terms and conditions of the Employment Agreement and will continue to comply with certain specific obligations including but not limited to non-compete, non-solicitation, and non-disparagement as contained in the Employment Agreement.
5. Any experience gained by me in the course of employment with the Company shall not be termed as Confidential Information and the Company shall have no objection to using this experience in any manner whatsoever.

ESTC Branch  
2021 Batch

225

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
date: Jan 18, 2021, 1:48 PM  
subject: RE: MIT - Online test Result  
mailed- coforgetech.com  
by:  
signed- coforgetech.com  
by:  
security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	<a href="mailto:ankita-kumari@mitaoe.ac.in">ankita-kumari@mitaoe.ac.in</a>	9110190351
Abhijeet Sunil Jadhav	<a href="mailto:abhijadhav@mitaoe.ac.in">abhijadhav@mitaoe.ac.in</a>	7030100044
Roshani Mohan Nidhore	<a href="mailto:roshaninidhore29@gmail.com">roshaninidhore29@gmail.com</a>	8605827195
Swapnil Sagar	<a href="mailto:swapnil.swapnil.sagar946@gmail.com">swapnil.swapnil.sagar946@gmail.com</a>	8092288373
Vaishnavi Pingale	<a href="mailto:vrpingale@mitaoe.ac.in">vrpingale@mitaoe.ac.in</a>	8600849616
✓ PATEL DEEP NILESHBHAI	<a href="mailto:dnpatel@mitaoe.ac.in">dnpatel@mitaoe.ac.in</a>	8849767898
Shreya Babar	<a href="mailto:sibabar@mitaoe.ac.in">sibabar@mitaoe.ac.in</a>	7757894414
✓ Monika Lokhande	<a href="mailto:monikaslokhande@gmail.com">monikaslokhande@gmail.com</a>	9373279478
Gaurav Medhane	<a href="mailto:gjmedhane@mitaoe.ac.in">gjmedhane@mitaoe.ac.in</a>	8669740166
Pallabi Mandal	<a href="mailto:mandalpallabi1999@gmail.com">mandalpallabi1999@gmail.com</a>	9.18825E+11
Shubhra Patre	<a href="mailto:Shubhrapatre7@gmail.com">Shubhrapatre7@gmail.com</a>	7756090178
Prince Raj	<a href="mailto:99princeraj@gmail.com">99princeraj@gmail.com</a>	8875830060
Tushar Chaudhari	<a href="mailto:tushar.c8942@gmail.com">tushar.c8942@gmail.com</a>	9588454481
Apurva Shrivastava	<a href="mailto:ashrivaatava306@gmail.com">ashrivaatava306@gmail.com</a>	7303251043
Shubham Mishra	<a href="mailto:shubh123bham@gmail.com">shubh123bham@gmail.com</a>	8668973417
Amar Nagargoje	<a href="mailto:amardnagargoje@gmail.com">amardnagargoje@gmail.com</a>	9637844377
Deepika Saikia	<a href="mailto:sparshsaikia@gmail.com">sparshsaikia@gmail.com</a>	8721026704
Monti Patel	<a href="mailto:montipatel1997@gmail.com">montipatel1997@gmail.com</a>	8987572733
Rushikesh Jadhav	<a href="mailto:justjadhav.1.9.9.8@gmail.com">justjadhav.1.9.9.8@gmail.com</a>	9763580186
Vraj Shah	<a href="mailto:shahvraj225@gmail.com">shahvraj225@gmail.com</a>	9822319639
Pratik Rameshwar Shende	<a href="mailto:prshende@mitaoe.ac.in">prshende@mitaoe.ac.in</a>	9834766015

Thanks.

Regards,  
Pooja Khurana Sehgal

**Coforge Limited**  
(Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
 to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
 date: Jan 18, 2021, 1:48 PM  
 subject: RE: MIT - Online test Result  
 mailed- coforgetech.com  
 by:  
 signed- coforgetech.com  
 by:  
 security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	<a href="mailto:ankita-kumari@mitaoe.ac.in">ankita-kumari@mitaoe.ac.in</a>	9110190351
Abhijeet Sunil Jadhav	<a href="mailto:abhijadhav@mitaoe.ac.in">abhijadhav@mitaoe.ac.in</a>	7030100044
Roshani Mohan Nidhore	<a href="mailto:roshaninidhore29@gmail.com">roshaninidhore29@gmail.com</a>	8605827195
Swapnil Sagar	<a href="mailto:swapnil.swapnil.sagar946@gmail.com">swapnil.swapnil.sagar946@gmail.com</a>	8092288373
Vaishnavi Pingale	<a href="mailto:vrpingale@mitaoe.ac.in">vrpingale@mitaoe.ac.in</a>	8600849616
✓ PATEL DEEP NILESHBHAI	<a href="mailto:dnpatel@mitaoe.ac.in">dnpatel@mitaoe.ac.in</a>	8849767898
Shreya Babar	<a href="mailto:sibabar@mitaoe.ac.in">sibabar@mitaoe.ac.in</a>	7757894414
✓ Monika Lokhande	<a href="mailto:monikaslokhande@gmail.com">monikaslokhande@gmail.com</a>	9373279478
Gaurav Medhane	<a href="mailto:gjmedhane@mitaoe.ac.in">gjmedhane@mitaoe.ac.in</a>	8669740166
Pallabi Mandal	<a href="mailto:mandalpallabi1999@gmail.com">mandalpallabi1999@gmail.com</a>	9.18825E+11
Shubhra Patre	<a href="mailto:Shubhrapatre7@gmail.com">Shubhrapatre7@gmail.com</a>	7756090178
Prince Raj	<a href="mailto:99princeraj@gmail.com">99princeraj@gmail.com</a>	8875830060
Tushar Chaudhari	<a href="mailto:tushar.c8942@gmail.com">tushar.c8942@gmail.com</a>	9588454481
Apurva Shrivastava	<a href="mailto:ashrivaatava306@gmail.com">ashrivaatava306@gmail.com</a>	7303251043
Shubham Mishra	<a href="mailto:shubh123bham@gmail.com">shubh123bham@gmail.com</a>	8668973417
Amar Nagargoje	<a href="mailto:amardnagargoje@gmail.com">amardnagargoje@gmail.com</a>	9637844377
Deepika Saikia	<a href="mailto:sparshaikia@gmail.com">sparshaikia@gmail.com</a>	8721026704
Monti Patel	<a href="mailto:montipatel1997@gmail.com">montipatel1997@gmail.com</a>	8987572733
Rushikesh Jadhav	<a href="mailto:justjadhav.1.9.9.8@gmail.com">justjadhav.1.9.9.8@gmail.com</a>	9763580186
Vraj Shah	<a href="mailto:shahvraj225@gmail.com">shahvraj225@gmail.com</a>	9822319639
Pratik Rameshwar Shende	<a href="mailto:prshende@mitaoe.ac.in">prshende@mitaoe.ac.in</a>	9834766015

Thanks.

Regards,  
 Pooja Khurana Sehgal

**Coforge Limited**  
 (Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
 to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
 date: Jan 18, 2021, 1:48 PM  
 subject: RE: MIT - Online test Result  
 mailed- coforgetech.com  
 by:  
 signed- coforgetech.com  
 by:  
 security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	<a href="mailto:ankita-kumari@mitaoe.ac.in">ankita-kumari@mitaoe.ac.in</a>	9110190351
Abhijeet Sunil Jadhav	<a href="mailto:abhijadhav@mitaoe.ac.in">abhijadhav@mitaoe.ac.in</a>	7030100044
Roshani Mohan Nidhore	<a href="mailto:roshaninidhore29@gmail.com">roshaninidhore29@gmail.com</a>	8605827195
Swapnil Sagar	<a href="mailto:swapnil.swapnil.sagar946@gmail.com">swapnil.swapnil.sagar946@gmail.com</a>	8092288373
Vaishnavi Pingale	<a href="mailto:vrpingale@mitaoe.ac.in">vrpingale@mitaoe.ac.in</a>	8600849616
✓ PATEL DEEP NILESHBHAI	<a href="mailto:dnpatel@mitaoe.ac.in">dnpatel@mitaoe.ac.in</a>	8849767898
Shreya Babar	<a href="mailto:sibabar@mitaoe.ac.in">sibabar@mitaoe.ac.in</a>	7757894414
✓ Monika Lokhande	<a href="mailto:monikaslokhande@gmail.com">monikaslokhande@gmail.com</a>	9373279478
Gaurav Medhane	<a href="mailto:gimedhane@mitaoe.ac.in">gimedhane@mitaoe.ac.in</a>	8669740166
Pallabi Mandal	<a href="mailto:mandalpallabi1999@gmail.com">mandalpallabi1999@gmail.com</a>	9.18825E+11
Shubhra Patre	<a href="mailto:Shubhrapatre7@gmail.com">Shubhrapatre7@gmail.com</a>	7756090178
Prince Raj	<a href="mailto:99princeraj@gmail.com">99princeraj@gmail.com</a>	8875830060
Tushar Chaudhari	<a href="mailto:tushar.c8942@gmail.com">tushar.c8942@gmail.com</a>	9588454481
Apurva Shrivastava	<a href="mailto:ashrivaatava306@gmail.com">ashrivaatava306@gmail.com</a>	7303251043
Shubham Mishra	<a href="mailto:shubh123bham@gmail.com">shubh123bham@gmail.com</a>	8668973417
Amar Nagargoje	<a href="mailto:amardnagargoje@gmail.com">amardnagargoje@gmail.com</a>	9637844377
Deepika Saikia	<a href="mailto:sparshsaikia@gmail.com">sparshsaikia@gmail.com</a>	8721026704
Monti Patel	<a href="mailto:montipatel1997@gmail.com">montipatel1997@gmail.com</a>	8987572733
Rushikesh Jadhav	<a href="mailto:justjadhav.1.9.9.8@gmail.com">justjadhav.1.9.9.8@gmail.com</a>	9763580186
Vraj Shah	<a href="mailto:shahvraj225@gmail.com">shahvraj225@gmail.com</a>	9822319639
Pratik Rameshwar Shende	<a href="mailto:prshende@mitaoe.ac.in">prshende@mitaoe.ac.in</a>	9834766015

Thanks.

Regards,  
Pooja Khurana Sehgal

**Coforge Limited**  
 (Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

HRD/3T/1002022641/21-22

Mr. Advet Jadhav  
Balagi Nagar  
Karla Road  
Wardha-442001  
India

Ph: +91-9511640751

Dear Advet,

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

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.15 18:29:33 IST  
Reason: Digitally Signed  
Location: Bangalore

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

HRD/1002022641/21-22

Mr. Advet Jadhav  
Balagi Nagar  
Karla Road  
Wardha-442001  
India

Ph: +91-9511640751

Dear Advet,

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 **09-Aug-2021**.

#### **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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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, during probation. On 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 2021-22 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 month's 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 2020-21. 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 full Name

\_\_\_\_\_  
Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.15 18:29:33 IST  
Reason: Digitally Signed  
Location: Bangalore

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)**

<b>COMPENSATION DETAILS</b> (All figures in INR per month)				
NAME	Mr. Advet Jadhav			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
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
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
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)				1500
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (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. Advet Jadhav			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
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
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
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
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
RAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (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 Branch

2021 Batch

from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
date: Feb 1, 2021, 11:53 PM  
subject: RE: We have consent of 10 Under mentioned candidates  
mailed- coforgetech.com  
by:  
: Important according to Google magic.

The below are also selected :

keny Lalchand keswani	<a href="mailto:klkeswani@mitaoe.ac.in">klkeswani@mitaoe.ac.in</a>	9028939941
Aadish Amit Jain	<a href="mailto:jainaadish009@gmail.com">jainaadish009@gmail.com</a>	7999186742
Atharva Gite	<a href="mailto:atharvagite535@gmail.com">atharvagite535@gmail.com</a>	7498086856
Kabir Dad Khan	<a href="mailto:kabir.kabirdad.dadkhan@gmail.com">kabir.kabirdad.dadkhan@gmail.com</a>	7354753976
Vivek Yadav	<a href="mailto:itsvivek7yadav@gmail.com">itsvivek7yadav@gmail.com</a>	8412853711

Thanks.

Regards,  
Pooja Khurana Sehgal

**Coforge Limited**  
(Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)



230

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207070538/Pune**  
**Date: 10/01/2021**

Ms. Prajakta Suresh Khot  
Plot No 298 Pragati Nagar,  
Near Hanuman Mandir,  
Nipani-591237,  
Karnataka.  
Tel# -

Dear Prajakta Suresh Khot,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20207070538**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Tata Consultancy Services Limited is a wholly owned subsidiary of Tata Consultancy Services Limited, a company incorporated in India under the Companies Act, 1956. The registered office of Tata Consultancy Services Limited is at 100, Park Road, Colaba, Mumbai - 400 005. The principal office of Tata Consultancy Services Limited is at 100, Park Road, Colaba, Mumbai - 400 005. The principal office of Tata Consultancy Services Limited is at 100, Park Road, Colaba, Mumbai - 400 005.

*P. Khot*



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. 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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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Registered Office: 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.





## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

*PS/Chd*



## RETIRALS

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

*Prakash*



### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience 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

*(Signature)*



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### 12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Siyat, Tapat, Ground Floor, No. 03/04, 1st CT, 1005, Kakinada Road, Yashwantrao Chavan, Pune 411 006, India  
Tel: +91 20 2612 2222 Fax: +91 20 2612 2222 Website: www.tcs.com  
Registered Office: Naraina Building, 95, 1st Floor, Market Road, New Delhi 110 028  
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



### 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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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Tata Consultancy Services Limited

*(Signature)*



including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*Handwritten signature*



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Nival, Tata, Ground Floor, No. 100, CIP, 1005, Nandan Road, Bangalore - 560011, India  
Tel: +91 20 6590 7221 Fax: +91 20 6590 7222 Email: [hr@tcs.com](mailto:hr@tcs.com)  
Registered Office: New Building, 100, CIP, Nandan Road, Bangalore - 560011, India  
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.

10





**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.

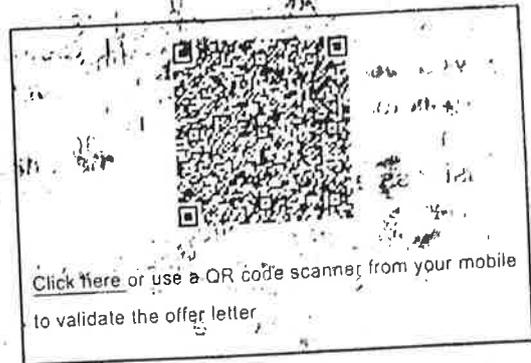
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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 TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Sayed, Tata, and Co. S.No. 10075 - 124, CTS, 1st, Nagar Road, Yashwantrao Chavan Pratishthan, Mumbai - 400 014  
Tel: 022 60920000 Fax: 022 60920001 Website: www.tcs.com  
Registered Office: New Towers, 12th Floor, Bandra Kurla Complex, Mumbai - 400 050  
TCS Client Services: 1800 430 0000



GROSS SALARY SHEET

Annexure 1

Name: Prajakta Suresh Khot  
 Designation: Assistant System Engineer-Trainee  
 Institute Name: Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

*(Signature)*



Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309, UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI .</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India</p>	

*(Signature)*



**Confidentiality and IP Terms and Conditions**

**Confidentiality and IP Terms and Conditions - Annexure 3:**

**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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.





**4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.

*(Signature)*



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

*(Signature)*



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

ESTC - Branch  
2024 Batch



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207404781/Pune**  
**Date: 10/01/2021**

Mr. Nikhil Bhaskar Dhonge  
502, Vision Kalpvruksha502, Vision Kalpavruksha,  
Alandi,  
Pune-445001,  
Maharashtra.  
Tel# -

Dear Nikhil Bhaskar Dhonge,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20207404781**

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati 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, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## PERFORMANCE PAY

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore 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.

## XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## OTHER BENEFITS

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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.



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**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 TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Nikhil Bhaskar Dhonge
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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**

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, 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 Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



**4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

ESTC Branch  
2021 Batch

**Fwd: Unschool :: campus selections**

1 message

Wed, Mar 2, 2022 at 3:19 P

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Thu, Apr 8, 2021 at 1:36 PM  
Subject: Unschool : campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Unschool Learning has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Anjumfiza Shaikh - E & TC
2. Anshul Eknath Pimpalkar - E & TC
3. Atharva Kamlesh Wagadre - Chemical Engineering
4. Dimpal Ravikant Sapkale - Mechanical Engineering
5. Harshjeet Pundalik Patil - Mechanical Engineering

Remuneration offered by the company is Rs.5.00 Lacs per annum CTC.  
Forwarding herewith the confirmation mail received from the company, for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Pavan Thanay <pavant@unschool.in>  
Date: Thu, Apr 8, 2021 at 12:21 PM  
Subject: Re: MIT-WPU,Pune: : List of interested students for Unschool Learning (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings!

Here is the list of selected candidates for the role of Operations Executive at the company. Kindly inform the students and block them for the same.

Thanks and Regards

--  
Pavan Thanay Ramineni  
Sales Manager - Operations  
Hyderabad, India.

Phone: +91 910 001 0829  
Website: www.unschool.in

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## Fwd: Unschool : campus selections

1 message

Wed, Mar 2, 2022 at 3:19 P

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
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Regards,

Anil Kumar Pacha  
Training & Placement

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Date: Thu, Apr 8, 2021 at 12:21 PM  
Subject: Re: MIT-WPU,Pune: : List of interested students for Unschool Learning (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings!

Here is the list of selected candidates for the role of Operations Executive at the company. Kindly inform the students and block them for the same.

Thanks and Regards

--  
Pavan Thanay Ramineni  
Sales Manager - Operations  
Hyderabad, India.

Phone: +91 910 001 0829  
Website: [www.unschool.in](http://www.unschool.in)

(234)

**Fwd: Agiliad Technologies: Campus selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:16 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Wed, Apr 28, 2021 at 8:57 AM  
Subject: Agiliad Technologies: Campus selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Agiliad Technologies has selected one more student of MITAOE - Mayuri Kulkarni (B.Tech E & TC, 2021 passing out batch) from the virtual campus recruitment process.

Remuneration offered by the company is Rs. 4.00 Lacs per annum CTC.  
Forwarding herewith the formal confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Bhushan Adhe** <bhushan.adhe@agiliad.com>  
Date: Tue, Apr 27, 2021 at 1:42 PM  
Subject: RE: ENTC interview updates  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

I hope you are doing great!

We are glad to inform your that we have selected the below students from the interview process. We shall release their offer letter by this week once we receive the required documents from them.

We will connect with students today to get their required documents.

Sr. No.	Student's Name	Institute Name	Domain
1	Akhilesh Nadkarni	MIT, Pune	ENTC
2	Mansi Nema	MIT, Pune	ENTC

3	Prathamesh Nimhan	MIT, Pune	ENTC
4	Pratyaksh Pandey	MIT, Pune	ENTC
5	Raj Sancheti	MIT, Pune	ENTC
6	Mayuri Kulkarni	MIT, Pune	ENTC

Warm regards,

Bhushan

Bhushan Adhe  
Learning & Development Team  
Agiliad Technologies Pvt. Ltd.  
Godrej Castlemaine, 1st floor,  
Next to Ruby Hall Clinic,  
42 Sassoon road, Pune -411001  
Phone : 020-66891213  
Skype: Bhushan.adhe  
Email- bhushan.adhe@agiliad.com  
www.agiliad.com

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**Disclaimer:** This email message including any attachments is confidential, and may be privileged and proprietary to Agiliad. If you are not the intended recipient, please notify us immediately by replying to this message and destroy all copies of this message including any attachments. You are NOT authorized to read, print, retain, copy, disseminate, distribute, or use this message or any part thereof. Thank you.

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महाराष्ट्र MAHARASHTRA



जिल्हा कोषागार कार्यालय, ठाणे  
25 JAN 2021  
मुद्रांक प्रमुख लिपीक / लिपीक

25-01-2021

2020 जोडपत्र - 2 18/11/2020  
मुद्रांक विहित नोंदवही  
अनुक्रमांक .... 115218  
दस्तावा प्रकार .....  
दस्त नोंदणी करण्यात आले का? दस्त/जारी  
'गैरन्यायिक धोबल्याद' का ..... TUV INDIA PVT. LTD.  
मुद्रांक विकत घेणाऱ्याचे नाव .....  
हस्तो असल्यास त्याचे नांव .....  
पत्ता व सही .....  
दस्तावा पसकाराचे नांव .....  
मुद्रांक शुल्क रक्कम ..... 100/100  
मुद्रांक विक्रेत्याचा पत्ता - (निव्विना) .....  
मुद्रांक विक्रीचे दिनांक .....  
दस्तावा नं. ३४, मजकूर .....  
पत्र (प.) - ४९०/२०२१  
संख्या मुद्रांक क्रमांक १२०९०१०

या दस्तावा मधील मुद्रांक खरेदी केला लक्षात घ्याव्यात  
मुद्रांक खरेदी केल्यापासून ६ महिन्यात वापरणे आवश्यक आहे.

DATE: 01st July, 2021

TO  
TUV INDIA PVT.LTD  
MUMBAI OFFICE

UNDERTAKING

Mr. Shivam Chaubey having joined as Graduate Engineer Trainee in Product Testing Laboratory department on 01st July, 2021 have understood the terms of the Bond as explained to me during the offer made by TUV India Pvt.Ltd.

I have clearly understood the terms and conditions explained to me. I agree to be in company's employment for a period of 2 years from my date of joining.

In case if I happen to leave the services before the completion of the required duration of my services with TUV, company is free to take necessary action against me or recover an appropriate amount as settlement.

  
Signature

Name: Mr. Swam Chabhey

Date: 01<sup>st</sup> July 2021

Place: Pune



IV

TUV INIA PVT.LTD  
871, Kalyan Plaza, L.B.S. Marg,  
Chhatkoti (West), Mumbai - 400 086.

Set. My Employment contract dated 01<sup>st</sup> July, 2021

### UNDERTAKING

I Mr. Shivam Chaubey & Mr. Ajay Kumar Chaubey having accepted the appointment letter issued by the Company, thereby entering into an Employer-Employee relationship w.e.f 01<sup>st</sup> July, 2021 have also read the terms and conditions detailed therein including the job description, job profile, responsibilities and the due diligence expected during the discharge of my duties. I am aware that my induction in the Company as a 'Trainee Engineer' requires me to undergo on-the-job training and also may require formal classroom training to acquire the level of knowledge and the skills to discharge my duties.

As I understand that on the part of the Company, it will provide me with the requisite training manual, on-the-job training inputs, mentoring, providing me access to the most update information and technology, which requires heavy investment in terms of the infrastructure, man-hours, tools and equipments of the desired specification, knowledge of processes and procedures to equip me with the expertise. I am also aware that the Company has given me an opportunity to be a part of 'TUV' Brand which is recognized world over.

As an outcome for mutually beneficial and fruitful Employer-Employee relationship, it is implied on me that I must serve 'TUV' for such minimum period of 2 years at least, that the same should help Company to recover and gain out of the investment made by it in me as a part of Human Asset. No doubt, the same will bring a great value addition to my own abilities and will go a long way to enhance my career prospects.

ESTC Branch  
2021 Bond of

In view of the circumstances, nature of my employment and in the interest of both the parties, I hereby undertake and confirm at my own that I will discharge my duties to the best of my minimum period of 2 years from my date of joining with TUV India.

In case I happen to resign from my services to TUV, for however genuine reasons I may feel so, I hereby confirm and undertake unconditionally with no prejudice that the Company is legally entitled to recover my 3 months gross salary (salary being paid to me on my date of resignation).

Terms for the same are as mentioned below.

- a. If I leave the organization prior i.e. within 12 months from my date of joining. An total amount equivalent to my 3 months gross salary at the time of resignation will be recovered from me.
- b. On completion of one year i.e. after completion of 13 months, this amount will be deducted proportionately.

Further, I unconditionally authorize the Company to recover the above amount amounts including damages ( direct as mentioned in the para above, against my dues receivable from the Company till the date of my last working with the Company including salary, perquisites, performance-pay and other amounts by whatever name called )

This letter of 'Undertaking' shall form a part of my employment contract with the Company and I have signed this letter of undertaking/bond at my own free will and under no influence and/or force of whatsoever nature.

  
Signature

Name: Mr. Shivam Chaubey

Date: 01<sup>st</sup> July, 2021

Place: Pune





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InfoVision Labs India Private Limited (SEZ)  
Office No. 2, 4th Floor, IT-7 Building,  
Plot No. 2, Blue Ridge Township - Phase II, Hinjewadi,  
Pune, Maharashtra 411057 IN\* GSTIN: 27AADC16183L2Z3

18 Jun 2021

**Viraj Nyayadhish**

Plot No: 16 , Chandranagar HS M2 Road N9 HUDCO, Aurangabad, Maharashtra, 431003

**Contact No: 8237193875**

**Subject : Letter of Offer and Terms of Employment**

Dear **Viraj Nyayadhish**,

Thank You for exploring career opportunities with **InfoVision Labs India Pvt. Ltd.** (hereinafter referred to as the "Company"). We are pleased to make you an offer of Employment for the position of TRAINEE - SOFTWARE ENGINEER in our Company. This letter will officially confirm your terms of employment and annual total earnings.

**Role:** TRAINEE - SOFTWARE ENGINEER

**Level:** L1

**Date of Joining:** 16-08-2021

**Location:** PUNE SEZ QUBIX

You are required to join the services of the organization at the earliest, but in any case, not later than **16-08-2021** failing which this offer shall automatically stand cancelled. On the day of your Joining, you would be required to sign an agreement of Employment.

The Company is offering you employment on the following terms and conditions:

**1. 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.

**2. BACKGROUND VERIFICATION**

The Company reserves the right to conduct Background checks, directly or indirectly at any time, to verify such information and documents that you would provide in support of your academic qualifications, previous work experience and relieving letter from last employer and other particulars. If any discrepancies are found in such information or documents or if the results of such background checks are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer. However, if at any time post joining it is found that, the Company is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the organization Company shall be entitled to forthwith terminate your employment with or without notice.

### 3. COMPENSATION

Your total achievable compensation for this position is made up of a fixed salary, retrials and bonus (if any) components to reflect your Annual Compensation as set out below.

#### 3.1 Gross Annual Salary:

Your Total Cash Compensation will be **INR 3,50,000.00 per annum** and will be structured as per the Annexure 1 details. This will continue to be applicable until further communication on the same. Your compensation includes allowances and Statutory benefits and will be structured in accordance with Company's compensation guidelines. The said amount includes Employer's contribution to Provident Fund, as applicable.

#### 3.2 Annual Performance:

Organization follows an annual performance cycle from 1<sup>st</sup> April of the year to 31<sup>st</sup> March of the following year. Your salary revision will be effective from 1<sup>st</sup> April of the following year based on your performance assessment. Employees joining the organization as of 31<sup>st</sup> December of the fiscal year will be eligible to participate in the annual performance reviews and applicable salary increments. The management reserves the right to review, change and/or modify the salary revision period at its sole discretion. The increments and payouts will be pro-rated based on the month of joining.

Any Incentive or/and bonus payouts will be subject to income tax and are based on the discretion of the Company.

**Please note** - You must be an employee of the Company and not serving notice period when bonus payments are made, to retain your bonus payment.

### 4. 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, provided the Employee had prior approval to incur the expense.

**a) Travel & immigration expenses:** InfoVision Labs India Pvt. Ltd. employees get opportunities to travel to client location or any of the InfoVision Labs India Pvt. Ltd. offices in India or overseas for which the expenses are borne by the organization. Incase if the employee decides to leave the organization within one year of joining, InfoVision Labs India Pvt. Ltd. reserves the right to recover the entire amount from the employee.

**b) Training & Certifications:** InfoVision Labs India Pvt. Ltd. invests and encourages constant and consistent upgradation of skills of its employees for which they undergo trainings & certifications, the expenses of which are borne by the organization. Incase if the employee decides to leave the organization within one year of joining, InfoVision Labs India Pvt. Ltd. reserves the right to recover the entire amount from the employee.

### 5. DATA PRIVACY

In accepting employment with the Company, you understand and agree that the Company shall



INFOVISIONLABS

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.

#### **6. OWN BUSINESS AND DEVOTION**

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 organizations 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.

#### **7. 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.

**8. INCAPACITY OF EMPLOYEE** 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.

#### **9. TERMINATION OF EMPLOYMENT**

##### **9.1 Retirement**

The appointment will become subject to termination by the company as employer on attaining the age of 58 years (age of retirement).

##### **9.2 Notice Period**

The employee/employer may terminate the employment agreement by giving 2 months' notice. Cases mentioned under "Termination clauses" shall be dealt separately against the relevant policy and may not be considered under standard notice period policy.

##### **9.3 Termination Clauses**

The Company may terminate your employment at any time without prior notice if you:

- 9.3.1** Commit any serious or persistent breach of any of the policies of this agreement or any agreement signed by you with the organization;
- 9.3.2** Have been dishonest, seriously misbehaved, disobeyed the lawful instructions of the directors of the Company or their delegates;
- 9.3.3** Are guilty of any grave misconduct or willful neglect in the discharge of your employment duties;
- 9.3.4** On refusal to accept transfer, deputation or secondment or long term or short-term assignment;
- 9.3.5** Insubordination or misconduct;
- 9.3.6** 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;
- 9.3.7** Any other reason that the organization may deem fit.

#### **9.4 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 offset 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.

#### **9.5 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 / laptop, 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 this has occurred.

### **10. LEAVE**

#### **10.1 Annual Leave**

The Employee is entitled to 21 days of paid leave, per annum. The leaves are credited to the employee's account on accrual basis.

#### **10.2 Sick Leave**

The Employee is entitled to a maximum of 5 days of sick leave per annum. Where sick leave is two days or more, the employee is required to provide a medical certificate for the said duration.

### **11. 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 endeavor 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.

## **12. CONFIDENTIALITY**

**12.1** You must keep secret during and after your employment all information that you obtain about the business and affairs of the Company, or clients 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 Company'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.

**12.2** The Company, promotes healthy competition in terms of work, innovation, enthusiasm and dedication. Further, we believe in pay parity amongst the employees and practice the same across the organization. The total Cost to Company (CTC) of the Employee, is based on multiple factors like, years of experience, expertise on the required skill sets, feedback from the interview rounds and, also, on the business performance of the Company etc.

Discussing the offered CTC/ bonus/ other monetary benefits within the Organization and/or amongst fellow colleagues and/or outside of the Company, is strictly discouraged in order to foster a healthy work culture within the Organization.

In case of any queries in regards to the compensation and benefits, you are requested to reach out to the concerned HR in the Organization.

Any deviation against the said guideline may harm the vision of the Organization. The company reserves the right to revoke the offer at any time, should it find any evidences regarding the breach of confidentiality agreement.

## **13. 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, nationality, religion, caste, creed, age, sexual preference etc. will not be tolerated under any circumstances by the Company. Any employee who engages in any form of discrimination will be will face disciplinary action or dismissed. Furthermore, the Company takes very seriously any effort at retribution for, or victimization of, a person who has made a complaint. Any employee, who does so, will face disciplinary action or dismissed. It is a condition of your employment that you comply with all relevant anti-discrimination 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.

**14. GENERAL**

In case the Employee does not report to work for 7 consecutive working days, without any approval from the respective Reporting Manager following would be the repercussions

**14.1** The employment with Company would be terminated w.e.f. the last working date of such employee in Company. The Company will consider such employee as Abscond case and will be further considered for his/her Full and Final Settlement thereafter.

**14.2** The Company, as a moral responsibility and a safety measure, may also file a First Information Report (FIR), if an employee is found to be absconding.

We look forward to your joining the InfoVision Labs India Pvt. Ltd. and to your valued contribution in taking the company to greater heights. We are sure that our working environment will be conducive and will help you to grow professionally as well as personally.

Yours Sincerely,



**Vinay Barigheid**  
Managing Director

**ACKNOWLEDGEMENT OF ACCEPTANCE OF OFFER OF EMPLOYMENT**

I, **Viraj Nyayadhish**, declare that:

I have read and understood the conditions of employment; and I will abide the same.

By Employee:

Dated: 18 Jun 2021

Signature: \_\_\_\_\_

Name: Viraj Nyayadhish  
Designation: TRAINEE - SOFTWARE ENGINEER

Component	Annual (INR)	Monthly (INR)
Basic	1,40,000.00	11,666.67
HRA	56,000.00	4,666.67
Children Education Allowance	2,400.00	200.00
LTA	0.00	0.00
Books & Periodicals	0.00	0.00
Internet & Communication	24,000.00	2,000.00
Fuel Reimbursement	0.00	0.00
Research or Training Allowance	0.00	0.00
Soft Furnishing Allowance	0.00	0.00
Other Allowance	1,04,066.00	8,672.17
<b>Total Direct Benefits (A)</b>	<b>3,26,466.00</b>	<b>27,205.50</b>
Gratuity	6,734.00	561.17
Employer PF Contribution	16,800.00	1,400.00
Sodexo Meal Card	0.00	0.00
<b>Total Indirect Benefits (B)</b>	<b>23,534.00</b>	<b>1,961.17</b>
<b>Gross CTC (A+B)</b>	<b>3,50,000.00</b>	<b>29,166.67</b>
Profession Tax	2,500.00	200.00
Employee PF Contribution	16,800.00	1,400.00
Mediclaim	6,228.00	519.00
<b>Total Deduction (C)</b>	<b>25,528.00</b>	<b>2,119.00</b>

Note:

Profession Tax and Income Tax will be deducted as per prevailing Govt. norms  
PF Contribution will be at 12% of minimum basic amount. The minimum basis amount will be as per prevailing Govt. norms  
Insurance premium will be as per the Insurance Company's prevailing charges

For InfoVision Labs India Pvt. Ltd.



Vinay Barigidad  
Managing Director

## Explanation of Salary Structure and Components

### A. Monthly Components

No	Name	Type (Fixed/ Variable)	Explanation
1	Basic Salary	Fixed	Your other components are a percentage of the basic salary.
2	House Rent Allowance (HRA)	Fixed	This is equal to 20% of your basic salary. No bills/receipts are required to claim this amount. However, if you are staying in a rented accommodation, you can claim tax benefits by producing rent receipts against this component.
3	Children Education Allowance	Fixed	This is a fixed amount of Rs.200/- per month. No bills/receipts are required to claim this amount. However, you can claim tax exemption by producing tuition fees receipt against this component.
4	LTA	Fixed	NA
5	Books & Periodicals	Fixed	Reimbursement towards expenses for purchase or subscription of relevant books and periodicals.
6	Internet & Communication	Fixed	Reimbursement towards expenses for bill payments of internet subscription.
7	Internet & Communication	Fixed	Reimbursement towards expenses for bill payments of internet subscription.
8	Fuel Reimbursement	Fixed	Reimbursement towards expenses of using a car for official purpose.
9	Research or Training Allowance	Fixed	Reimbursement towards expenses for self traing or self development program.
10	Soft Furnishing Allowance	Fixed	Reimbursement towards purchase of furnsihings at employees residence.
11	Other Allowance	Fixed	This is a fixed component equal to a certain percentage of your basic salary.

### B. Annual Components

No	Name	Type (Fixed/ Variable)	Explanation
1	Basic Salary	Fixed	Your other components are a percentage of the basic salary



Insurance Policy (if applicable):

The Employee is entitled to an annual floating group medical insurance coverage for self, spouse and up to 2 dependent children in case married. If single, medical insurance for self only (Sum assured – INR 6228).  
The employee is also entitled to personal accidental coverage only for self (sum assured – INR 0).

ESTC Branch  
2020 Batch

(236)

**MIT** Academy of  
Engineering

Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

**Fwd: Infovision Labs: Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:12 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Tue, May 25, 2021 at 9:59 AM  
Subject: Infovision Labs: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Infovision Labs has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Viraj Radhakrishna Nyayadhish - B.Tech E & TC
2. Sneha Bhujang Ingale - B.Tech E & TC
3. Shraddha Navanath Nalawade - B.Tech Information Technology ✓

Remuneration offered by the company is Rs.3.50 Lacs per annum CTC.  
Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Simran Sheikh** <simran.sheikh@ivlglobal.com>  
Date: Mon, May 24, 2021 at 6:06 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for IVL Global\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Among the 20 L1 selects there are **6 final selects** and 3 more are shortlisted for the L2 round. And 11 would be re-scheduled for L1. We would be rolling out our offers to the selected students by next week. Please let us know if any of the Final select candidates are placed or shortlisted elsewhere. The Pending Interviews would be completed by the End of this week.

Final Selects

L2 Pending

L1 Pending

2021 Batch  
ESTC - Branch

**Fwd: Infovision Labs: Campus selections**

1 message

Anil Kumar Pacha &lt;anil.pacha@mitaoe.ac.in&gt;

Wed, Mar 2, 2022 at 3:12 PM

To: Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

Cc: "Dr. Shitalkumar Jain" &lt;deputydirector.cr@mitaoe.ac.in&gt;

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

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Subject: Infovision Labs: Campus selections

To: R Mathew &lt;dir.tnp@mitaoe.ac.in&gt;

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE &lt;dastoorkarpp@mitaoe.ac.in&gt;, Dr. Shitalkumar Jain &lt;deputydirector.cr@mitaoe.ac.in&gt;, Mahesh Goudar &lt;Director@mitaoe.ac.in&gt;

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3. Shraddha Navanath Nalawade - B.Tech Information Technology ✓

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Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Simran Sheikh** <simran.sheikh@ivlglobal.com>

Date: Mon, May 24, 2021 at 6:06 PM

Subject: RE: MIT-WPU,Pune: List of interested students for IVL Global\_2021 batch

To: Dr. Hemant Mali &lt;hemant.mali@mitwpu.edu.in&gt;

Cc: MIT-WPU Engineering Placements &lt;engg.placements@mitwpu.edu.in&gt;

Hello Sir,

Among the 20 L1 selects there are **6 final selects** and 3 more are shortlisted for the L2 round. And 11 would be re-scheduled for L1. We would be rolling out our offers to the selected students by next week. Please let us know if any of the Final select candidates are placed or shortlisted elsewhere. The Pending Interviews would be completed by the End of this week.

Final Selects

L2 Pending

L1 Pending

Viraj	Nyayadhish
Sneha	Ingale
Aman	kumar
Shraddha	Nalawade
Sakshi	Bora
Anand	Shinde

Bhavya	Jain
Bhavya	Pawar
Bhavya	Khamkar

Santosh	kolekar
Neeraj	Mali
Shrikant	Bharti
Vitthal	Kanekar
Kirti	Nagare
Puja	Pardhi
Sugandh	Kumar
Rushikesh	Landge Patil
Ankit	tripathi
kunal	kishore
Sai Viswa Teja	arumilli

Thanks and regards,

**school of thought**

**Simran Sheikh**

Talent Acquisition Executive

ivlglobal.com

PUNE | HYDERABAD | BENGALURU | DALLAS | BOSTON | TAMPA | MOUNTAIN VIEW | FRISCO

238



Ericsson Confidential  
INTERNSHIP LETTER

Date  
2021-06-21

Reference  
EGIL/HR-21:3186 Uen

Your Date

Your Reference

Attending to this matter  
NO/EGI/H Rajat Bajaj/AS

Ms. Gatha Satish Salve

Dear Ms. Salve,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization **Virtual**, starting from 05-Jul-2021 to 25-Dec-2021.

You will be assigned a project upon joining by Shouvonik Basu

Please contact Shouvonik Basu on the day of joining.

With best wishes

Yours sincerely,

For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

RAJAT  
BAJAJ

Digitally signed by  
RAJAT BAJAJ  
Date: 2021.06.22  
00:45:37 +05'30'

Rajat Bajaj  
Talent Acquisition  
Human Resources

**Ericsson India Global Services Private Limited**

Knowledge Boulevard,  
A-8A, Sector 62A, NOIDA  
INDIA - 201 309

[www.ericsson.co.in](http://www.ericsson.co.in) / [www.ericsson.com](http://www.ericsson.com)

Tel: + 91 120 3029200  
Tel: + 91 120 4256000  
Fax: + 91 120 3029135

**Registered Office**

4<sup>th</sup> Floor, Dakha House  
18/17, W.E.A., Pusa Lane,  
Karol Bagh,  
New Delhi 110 005 INDIA

**Fwd: Ericsson India : Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shilalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, May 25, 2021 at 1:05 PM  
Subject: Ericsson India : Campus selections  
To: R Mathew <dir.inp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shilalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Ericsson India has selected the following 2021 batch students of MITAOE, from the campus recruitment process:

1. Geeta Salve - B.Tech E & TC
2. Rohit Hivare - B.Tech E&TC
3. Rushikesh Wani - B.Tech Electronics

Remuneration offered by the company is Rs.3.74 Lacs per annum.  
Forwarding herewith the communication received from company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Arunima Sharma <arunima.sharma@ericsson.com>  
Date: Tue, May 25, 2021 at 9:52 AM  
Subject: RE: Ericsson Technical Interview Schedule - 13 May'21  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: aman.kr2615@gmail.com <aman.kr2615@gmail.com>, sskottawar@mitaoe.ac.in <sskottawar@mitaoe.ac.in>, rvwani@mitaoe.ac.in <rvwani@mitaoe.ac.in>, gssalve@mitaoe.ac.in <gssalve@mitaoe.ac.in>, shetekunal22@gmail.com <shetekunal22@gmail.com>, rshivare@mitaoe.ac.in <rshivare@mitaoe.ac.in>, 2012shreyasbedekar@gmail.com <2012shreyasbedekar@gmail.com>, shrpeace123@gmail.com <shrpeace123@gmail.com>, Shubham Pandey A <shubham.a.pandey@ericsson.com>, Supriya Paigude <supriya.paigude@mitwpu.edu.in>

Dear Sir,

Thank you for your support throughout. We would like to go ahead with below list of candidates & offer Internship + FTE. Kindly confirm the same to the students.

Name	Gender	Date of Birth	Mobile	Email	Roll Number	Branch, Degree	College Name
Rushikesh Wani	Male	15-Sep-1999	+91 9096743378	rvwani@mitaoe.ac.in	0120170145	Electronics, B.Tech	MITWPU
Gatha Saish Salve	Female	20-Jun-1998	+91 9503380636	gssalve@mitaoe.ac.in	220180259	E&TC, B.Tech	MITWPU
Rohit Sambhaji Hivare	Male	12-Oct-1999	+91 7218066218	rshivare@mitaoe.ac.in	120170232	Electronics and Telecommunication, B.Tech	MITWPU
Shradha Rajkumar Kamble	Female	12-Aug-1995	+91 8390902802	shrpeace123@gmail.com	1032181391	Computer Science, B.Tech	MITWPU

Regards,

Arunima



Arunima Sharma  
HR Team - Campus  
arunima.sharma@ericsson.com



239



Ericsson Confidential  
INTERNSHIP LETTER

Date  
2021-06-21

Reference  
EGIL/HR-21:3187 Uen

Your Date

Your Reference

Attending to this matter  
NO/EGI/H Rajat Bajaj/AS

Mr. Rohit Sambhaji Hivare

Dear Mr. Hivare,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization **Virtual**, starting from 05-Jul-2021 to 25-Dec-2021.

You will be assigned a project upon joining by Shouvonik Basu

Please contact Shouvonik Basu on the day of joining.

With best wishes  
Yours sincerely,  
For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

RAJAT  
BAJAJ

Digitally signed by  
RAJAT BAJAJ  
Date: 2021.06.22  
09:46:04 +05:30'

Rajat Bajaj  
Talent Acquisition  
Human Resources

**Ericsson India Global Services Private Limited**

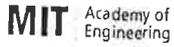
Knowledge Boulevard,  
A-8A, Sector 62A, NOIDA  
INDIA - 201 309

[www.ericsson.co.in](http://www.ericsson.co.in) / [www.ericsson.com](http://www.ericsson.com)

Tel: + 91 120 3029200  
Tel: + 91 120 4256000  
Fax: + 91 120 3029135

**Registered Office**

4<sup>th</sup> Floor, Dakha House  
18/17, W.E.A., Pusa Lane,  
Karol Bagh,  
New Delhi 110 005 INDIA



Vikas Singh <vssingh@mitaoe>

**Fwd: Ericsson India : Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

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- 2. Rohit Hivare - B.Tech E&TC
- 3. Rushikesh Wani - B.Tech Electronics

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Anil Kumar Pacha  
Training & Placement

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

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Date: Tue, May 25, 2021 at 9:52 AM  
Subject: RE: Ericsson Technical Interview Schedule - 13 May'21  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: aman.kr2615@gmail.com <aman.kr2615@gmail.com>, sskottawar@mitaoe.ac.in <sskottawar@mitaoe.ac.in>, rvwani@mitaoe.ac.in <rvwani@mitaoe.ac.in>, gssalve@mitaoe.ac.in <gssalve@mitaoe.ac.in>, shatekunal22@gmail.com <shatekunal22@gmail.com>, rshivare@mitaoe.ac.in <rshivare@mitaoe.ac.in>, 2012shreyasbedekar@gmail.com <2012shreyasbedekar@gmail.com>, shrpeace123@gmail.com <shrpeace123@gmail.com>, Shubham Pandey A <shubham.a.pandey@ericsson.com>, Supriya Paigude <supriya.paigude@mitwpu.edu.in>

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Gatha Salish Salve	Female	20-Jun-1998	+91 9503380636	gssalve@mitaoe.ac.in	220180259	E&TC, B.Tech	MITWPU
Rohit Sambhaji Hivare	Male	12-Oct-1999	+91 7218066218	rshivare@mitaoe.ac.in	120170232	Electronics and Telecommunication, B.Tech	MITWPU
Shraddha Rajkumar Kamble	Female	12-Aug-1995	+91 8390902802	shrpeace123@gmail.com	1032181391	Computer Science, B.Tech	MITWPU

Regards,

Arunima



Arunima Sharma

HR Team - Campus

arunima.sharma@ericsson.com



(240)

**MIT** Academy of  
Engineering

Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

**L&T Infotech: Campus selections**

2 messages

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Tue, Jun 1, 2021 at 11:43 AM

L&T Infotech has selected the following students of MITAOE from the Coding Challenge and recruitment process conducted recently:

1. Hrithik Vijay Auchar - B.Tech Computer, Package - Rs.10.00 Lacs p.a. CTC
2. Adhiksha Suresh Thorat - B.Tech Computer, Package Rs. 8.00 Lacs p.a. CTC
2. Avinash Kumar - B.Tech E&TC, Package Rs. 8.00 Lacs p.a. CTC
3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:10 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Tue, Jun 1, 2021 at 11:23 AM  
Subject: L&T Infotech: Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

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3. Devendra Dahale - B.Tech - I.T, Package Rs.6.50 Lacs p.a. CTC

Forwarding herewith the formal confirmation mail received from company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Niranjana Kale <Niranjana.Kale@Intinfotech.com>  
Date: Mon, May 31, 2021 at 11:30 PM  
Subject: ICC 2021 - Final selects list MIT, Pune  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Offer Letter Body



Reference: Persistent/Campus/1201932/3.0

**Confidential**

Jun 16, 2021

**Mira Govind Andhale**  
**Saste Patil Complex, Old Alandi Road, Moshi**  
**Pune**

Dear Mira,

**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 the position of **Software Engineer** at grade **3.0** with **Persistent Systems** (Company).

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

**The terms and conditions of this offer for employment are:**

**Salary -**

Your Annual Cost To Company will be Rs. **451,004**. Your Annual Gross Salary will be Rs. **410,004**. A detailed break up of your salary is given in 'Annexure-A'.

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.

(as per the Company policy) –

This payment is part of your annual gross salary, the payout will be based on Annual Performance of the Company and will be governed as per prevailing CPB policy.

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.

**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 **June 29, 2021**.
- 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. You are required to fill the Background Check Form 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 above in point 1(e) 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 (i) for internal business requirements (ii) for applicable legal compliance in or outside India (iii) as may be required by Company's customers as a part of the engagement between Persistent and customer e.g. sharing of profiles etc. (iv) 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, 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
- Violation of law
- Gross misconduct
- 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. No Conflict**

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with :

- any other agreement that you may have entered into or
- any obligation that you may be bound to

#### **15. 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.

**16. 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 **Sudip Muley** at [sudlp\\_muley@persistent.com](mailto:sudlp_muley@persistent.com) one week prior to your joining date.

**17. Joining Formalities**

Kindly contact **Rajeshwari Joshi (Ph.No.- 020-66965038)** on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

**Pune**

**Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.**

Please find the details of the documents/information required at the time of joining, in Annexure-C.

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

Yours sincerely,

**For Persistent Systems**

**Kalpna KudlIngar**

**Head - Campus Talent Acquisition**

**Annexure to and forming part of this letter:**

- i. Salary Breakup Sheet (Annexure-A)
  - ii. Company Benefits (Annexure-B)
  - iii. Documents Required on the day of joining (Annexure-C)
-

**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 as per the joining date that will be communicated to me in due course of time.

**Date:**

**Signature:**

## SALARY BREAK-UP SHEET (Annexure – A)

Date: Jun 16, 2021

Grade: 3.0

Location: Pune

Name: Mira Govind Andhale

Designation: Software Engineer

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		11,200
2	House Rent Allowance	50%	5,600
3	Company contribution to E.P.F./Special Pay I		1,800
4	Superannuation fund/Special Pay II	15%	1,680
5	National Pension Scheme/Special Pay III	10%	1,120
6	Leave Travel Assistance	10%	1,120
7	Performance Pay	10%	1,120
8	Statutory Bonus/Ex-gratia	20%	2,240
9	Upkeep Pay		4,422
	<b>Total to be paid monthly (M)</b>		<b>30,302</b>
	<b>Total for the year [M * 12] [A]</b>		<b>363,624</b>
II	<b>Variable Components</b>		
1	Company Performance Bonus[CPB] For Month [M]		3,417
	<b>Total CPB 10% of Annual Gross Salary [B]</b>		<b>41,004</b>
III	<b>Annual Component</b>		
	Provision for your gratuity [C]	4%	5,376
	<b>Annual Gross Salary [A + B + C]</b>		<b>410,004</b>
IV	<b>Major Benefits [Average cost per person p.a.]</b>		
	<b>Insurance* and Food* [D]</b>		<b>41,000</b>
	<b>Cost To Company (CTC) [A + B + C + D]</b>		<b>451,004</b>

Yours sincerely,

For Persistent Systems

Kalpana Kudlingar

Head - Campus Talent Acquisition

**Annexure-B**

**In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits, as applicable/ as per company policy.**

- Leaves
  - Privileged Leaves (PL) - 27 Days. Unused PL of ongoing year will be carried forward on an annual basis to a maximum of 21 days out of 27.
  - Maternity Leave (ML) - As statutory requirement
  - Paternity Leave (PAL) - 5 Days
  - Child Adoption Leave (CAL) - 10 Days
  - Study Leave (STL)
  - Long leave
  - Compensatory-Off
- Paid Holidays
- Employee Deposit Linked Insurance Policy
- Long Service Award
- Company sponsored Higher Education / certifications
- Night Shift Allowance
- Reward and Recognition
- Employee Engagement activities
- Project Party
- Flexi working hours
- Annual Health Check-up

Following facilities are available at certain locations

- Subsidized Transportation Facility
- Gymnasium Facility
- In-house Sports Facility
- Doctor on premises

---

**\*\*Food**

- Lunch, Snacks

**\* Insurance Policy**

- Group Term Life Insurance
- Personal Accident
- Medclaim 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 – C**  
**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

- Personal Details
- Address Details
- Family Details
- Education Details
- Previous Employer Details
- 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

1. Passport
2. Voter's card
3. Driving License

b) Current and Permanent Address proof – Any one of the below

1. Electricity bill
2. Telephone bills
3. Ration card
4. Corporation tax receipt
5. Copy of Index 2

c) Date of Birth Proof – Any one of the below

1. Birth Certificate
2. School leaving certificate
3. 10th pass Certificate
4. Notarized copy of date of birth proof

d) Educational Information: All documents (as applicable)

1. SSC mark sheet & certificate
2. HSC mark sheet & certificate
3. Diploma (if applicable) :Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
4. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
5. 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)

1. Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
2. 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)
3. 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.

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

Offer Letter Attachments

Response

Accept the offer

ESTC Branch  
2021 Batch

**Fwd: Milagrow Business Solutions: Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:02 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Tue, Jun 29, 2021 at 2:45 PM  
 Subject: Milagrow Business Solutions: Campus selections  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Milagrow Business & Knowledge Solutions has selected the following 2021 batch students for MITAOE, from the virtual campus recruitment process:

Sr.No.	Name	Degree	Branch
1	Lalit singh chauhan	B.Tech	E&TC
2	Madhav Kshirsagar	B.Tech	E&TC
3	Pitale Vitthal Ankush	B.Tech	E&TC
4	Rajan Upadhyay	B.Tech	E&TC
5	Sunil Rathod	B.Tech	E&TC

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Garima Agarwal <garima.agarwal@milagrow.in>  
 Date: Mon, Jun 28, 2021 at 6:08 PM  
 Subject: Re: MIT-WPU, Pune: Awaiting final selections\_Milagrow\_2021 batch  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Mr. Mali,

We are glad to offer the following students

Sr. No.	Roll No	First Name	Middle Name	Last Name	Contact Number	Location	Allocated Location	Offer CTC	CTC p.m
1	S1032170948	Rahul	Vidyut	Goswami	7038893149	Mumbai	Mumbai	3.2 lacs	20k
2	S1032160849	Amit	Randhir	Solanki	8208475326	Pune	Mumbai	3.0 lacs	20k
3	220180219	Sunil	Vyankatrao	Rathod	8390958161	Latur	Bangalore	3.0 lacs	20k
4	120170447	Lalit singh	bhavar singh	chauhan	9527418191	Pune	Mumbai	3.0 lacs	20k
5	220180230	Madhav	Gopal	Kshirsagar	8605321159	Latur	Hyderabad	3.0 lacs	20k
6	NA	Pitale	Vitthal	Ankush	NA	Latur	Hyderabad	3.0 lacs	20k
7	120170497	Rajan	NA	Upadhyay	8765671560	Pratapgarh	GGN	3.0 lacs	20k

Please note:

1. CTC includes Fixed salary & variable pay ( Variable pay is performance based)
2. Travel Allowance is as per the company policy.
3. The joining of the students will happen in Gurgaon, the training period will be for a minimum 15 days, it can be extended if needed. After that they will be deputed on the location mentioned above.
4. We have a policy of using own Laptops, hence they will be required to carry with them at the time of joining.
5. The students should be open that they can be transferred anywhere in the country beside the location mentioned above.

Kindly confirm the acceptance of the students to release a formal offer letter.

You can reach out to us for any further clarification.

Best Regards,

Garima Agarwal  
 HR

Milagrow Business & Knowledge Solutions  
 796, Phase V, Udyog Vihar, Gurgaon (Haryana) - 122016  
 Tel: +91 124 4309570-80

Web: <http://milagrowhumantech.com>



**Fwd: Milagro Business Solutions: Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vsslngh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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You can reach out to us for any further clarification.

Best Regards,

Garima Agarwal  
 HR

Milagro Business & Knowledge Solutions  
 796, Phase V, Udyog Vihar, Gurgaon (Haryana) - 122016  
 Tel: +91 124 4309570-80

Web: <http://milagrohumantech.com>

## Fwd: Milagrow Business Solutions: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:02 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Tue, Jun 29, 2021 at 2:45 PM  
 Subject: Milagrow Business Solutions: Campus selections  
 To: R Mathew <dir.inp@mitaoe.ac.in>  
 Cc: Pramod Dasloorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Milagrow Business &amp; Knowledge Solutions has selected the following 2021 batch students for MITAOE, from the virtual campus recruitment process:

Sr.No.	Name	Degree	Branch
1	Lalit singh chauhan	B.Tech	E&TC
2	Madhav Kshirsagar	B.Tech	E&TC
3	Pitale Vitthal Ankush	B.Tech	E&TC
4	Rajan Upadhyay	B.Tech	E&TC
5	Sunil Rathod	B.Tech	E&TC

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Garima Agarwal <garima.agarwal@milagrow.in>  
 Date: Mon, Jun 28, 2021 at 6:08 PM  
 Subject: Re: MIT-WPU, Pune: Awaiting final selections\_Milagrow\_ 2021 batch  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Mr. Mali,

We are glad to offer the following students

Sr. No.	Roll No	First Name	Middle Name	Last Name	Contact Number	Location	Allocated Location	Offer CTC	CTC p.m
1	S1032170948	Rahul	Vidyut	Goswami	7038893149	Mumbai	Mumbai	3.2 lacs	20k
2	S1032160849	Amit	Randhir	Solanki	8208475326	Pune	Mumbai	3.0 lacs	20k
3	220180219	Sunil	Vyankatrao	Rathod	8390958161	Latur	Bangalore	3.0 lacs	20k
4	120170447	Lalit singh	bhawar singh	chauhan	9527418191	Pune	Mumbai	3.0 lacs	20k
5	220180230	Madhav	Gopal	Kshirsagar	8605321159	Latur	Hyderabad	3.0 lacs	20k
6	NA	Pitale	Vitthal	Ankush	NA	Latur	Hyderabad	3.0 lacs	20k
7	120170497	Rajan	NA	Upadhyay	8765671560	Pratapgarh	GGN	3.0 lacs	20k

Please note:

1. CTC Includes Fixed salary & variable pay ( Variable pay is performance based)
2. Travel Allowance is as per the company policy.
3. The joining of the students will happen in Gurgaon, the training period will be for a minimum 15 days, it can be extended if needed. After that they will be deputed on the location mentioned above.
4. We have a policy of using own Laptops, hence they will be required to carry with them at the time of joining.
5. The students should be open that they can be transferred anywhere in the country beside the location mentioned above.

Kindly confirm the acceptance of the students to release a formal offer letter.

You can reach out to us for any further clarification.

Best Regards,

Garima Agarwal  
 HR

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 Tel: +91 124 4309570-80

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## Contact

[www.linkedin.com/in/audumbar-dhage-4262631a7](https://www.linkedin.com/in/audumbar-dhage-4262631a7) (LinkedIn)

## Top Skills

Engineering

Academies

Telecommunications

# Audumbar Dhage

B.Tech, Electronics and Telecommunication, MIT Academy of Engineering, Alandi

Pune

## Summary

Electronics and Telecommunication Engineer

---

## Experience

MIT Academy of Engineering, Alandi, Pune

Engineering Student

July 2018 - Present (3 years 11 months)

Pune, Maharashtra

Government Polytechnic College

Diploma Student

August 2015 - August 2018 (3 years 1 month)

Karad, Maharashtra

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Electrical, Electronic and Communications

Engineering Technology/Technician · (2018 - 2021)

Government Polytechnic College

High School Diploma, Electrical, Electronic and Communications Engineering

Technology/Technician · (2015 - 2018)

## Contact

[www.linkedin.com/in/snehal-deshmukh-b3a01a185](https://www.linkedin.com/in/snehal-deshmukh-b3a01a185) (LinkedIn)

## Top Skills

Embedded C

Linux

MATLAB

# Snehal Deshmukh

Intern at Gieseck and Devrient  
Pune

## Experience

Giesecke+Devrient  
Intern  
July 2021 - Present (11 months)  
Pune, Maharashtra, India

TML Business Services Limited  
Intern  
January 2021 - June 2021 (6 months)  
Pune/Pimpri-Chinchwad Area

VINCALABS INFOTECH PRIVATE LIMITED  
Intern  
May 2020 - July 2020 (3 months)

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## Education

MIT academy of engineering alandi  
Bachelor of Technology - BTech, Electrical and Electronics  
Engineering · (2017 - 2021)

249



Personal and confidential

Letter of employment

June 29, 2021

Rajashri Wable Wable  
prabhavati nagar  
near akshwani colony gate  
Parbhani  
Parbhani  
Maharashtra 431401

Dear Rajashri Wable,

Many Congratulations!

We are delighted to offer you the full-time position of "Recruitment Associate" (Grade-2) at PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.").

Location: Pune

Date of joining: July 01, 2021

Your annualized On-target earnings (OTE) will be 3,60,000/- (Three Lakhs Sixty Thousand Only) . This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below and the conditions of hire mentioned in Annexure 3. Please indicate your acceptance of this offer within seven (7) days by returning a copy of this letter duly signed by you.

We take this opportunity to congratulate you on your selection and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We look forward to having you onboard!

For PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.")

Warm Regards,

Amit Jain

Vice President - Human Resource

### Annexure

#### 1. Detailed On-target earnings (OTE) breakup:

	Salary components	Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	5,229	62,742
iii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
V	Employer contribution to ESIC	0	0
Vi	Insurance <sup>(2)</sup>	500	6,000
Vii	Employer contribution to gratuity <sup>(3)</sup>	722	8,658
Viii	Monthly bonus <sup>(4)</sup>	2,250	27,000
	<b>Base gross salary</b>	<b>25,501</b>	<b>3,06,000</b>
	Incentive <sup>(1)</sup>	4,500	54,000
	<b>OTE</b>	<b>30,000</b>	<b>3,60,000</b>
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Mediclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 3 lacs for group mediclaim policy, INR 5 Lacs for group accidental policy and INR 20 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

#### NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.
03. Base gross salary & OTE are subject to statutory tax deductions



04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per your base location).
05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and PeopleStrong
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to PeopleStrong in the prescribed format within the timeline stipulated by PeopleStrong. The payments described in the FBP 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.

## 2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance (limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum
Professional development allowance (subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card (available in denominations of INR 1000, INR 2000 & INR 3000 per month) (applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

\*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

## 3. Conditions of hire:

Your employment with PeopleStrong will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by PeopleStrong
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with PeopleStrong if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining PeopleStrong)



- d) You represent that acceptance of employment with PeopleStrong does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by PeopleStrong is cleared; and
- f) 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 to PeopleStrong before your joining.

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.

## Terms and conditions

### 1. Service rules

You will be governed by the rules, regulations, and other PeopleStrong policy (together with the "PeopleStrong policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in PeopleStrong policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "**Manager - RPO**" in PeopleStrong at the time of joining. However, your services are transferable and can be seconded or deputed by PeopleStrong to any of PeopleStrong locations or locations of PeopleStrong's associate companies/clients in India or abroad. PeopleStrong further reserves the right to transfer your employment to any other PeopleStrong or legal entity, as part of any transfer of undertaking of PeopleStrong or as part of any restructuring or amalgamation or such other plan implemented by PeopleStrong or by which PeopleStrong is bound, on such terms and conditions as applicable to such plan.

### 2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

### 3. Performance Incentive



The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of PeopleStrong on the date of incentive payment are eligible to receive the incentive for that performance review period. Employees who leave the services of PeopleStrong before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

PeopleStrong follows the performance cycle from 1<sup>st</sup> April to 31<sup>st</sup> March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins PeopleStrong on or before 31<sup>st</sup> October will be eligible for increment in May (the following year) and anyone who is joining on or after 1<sup>st</sup> November will be eligible for incentive on subsequent year increment cycle. PeopleStrong follows the compensation increment cycle from 1<sup>st</sup> May to 30<sup>th</sup> April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and PeopleStrong. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time

#### **4. Remuneration**

PeopleStrong will contribute 12% of your basic pay towards your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

PeopleStrong assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, PeopleStrong may from time to time, withhold any tax as may be required by applicable law.

PeopleStrong reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to PeopleStrong or any of PeopleStrong's associate companies in India or abroad, including any overpayment, loan, or advance made to you by PeopleStrong or any of PeopleStrong's associate companies in India or abroad.

Performance cycle: PeopleStrong follows a performance cycle from 1<sup>st</sup> April to 31<sup>st</sup> March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

#### **5. Working hours & leaves**

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of PeopleStrong or any of PeopleStrong's associate companies in India or abroad may require.



You will comply with any requests made or measures imposed to enable PeopleStrong and/or the director to monitor and record your working time.

All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from PeopleStrong along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary.

Leave calculation will not include Saturday, Sunday, and PeopleStrong holidays. You will be entitled to 10 PeopleStrong holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by PeopleStrong at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective I1 manager.

## **6. Training**

During the course of your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. PeopleStrong will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by PeopleStrong in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in PeopleStrong. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

## **7. Separation**

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days notice in writing without assigning any reasons. Period separation is initiated by PeopleStrong, then PeopleStrong may,



at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by PeopleStrong.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of PeopleStrong. You will ensure that all your ongoing activities are completed and handed over as per PeopleStrong guidelines on the separation process. In case you decide to leave PeopleStrong without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred by PeopleStrong in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, PeopleStrong may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with PeopleStrong and you are bound to complete your notice period before leaving the services of PeopleStrong.

You shall be governed by PeopleStrong policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable PeopleStrong policies & processes.

You shall automatically retire from employment with PeopleStrong on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that PeopleStrong reserves the right to change the retirement age.

## 8. Termination

PeopleStrong may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capably of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from PeopleStrong.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by PeopleStrong. Upon termination for whatever cause or reason, you shall return all PeopleStrong property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with PeopleStrong. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to PeopleStrong an amount in respect of excess holiday taken over that which was accrued. PeopleStrong may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be



imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

**9. Non-solicitation, non-compete, non-defamation etc.**

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, have any material interest in any other occupation except with the prior written consent of PeopleStrong.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, pursue any full-time or part-time educational course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from PeopleStrong before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of PeopleStrong:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of PeopleStrong or any of PeopleStrong's associate companies, directly or indirectly make preparations to compete with any business carried on by PeopleStrong or PeopleStrong's associate companies;

(b) induce or attempt to induce any client or customer or supplier of PeopleStrong or any of PeopleStrong's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with PeopleStrong or any of PeopleStrong's associate companies or to exclude PeopleStrong or any of PeopleStrong's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by PeopleStrong or any of PeopleStrong's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of PeopleStrong, do or carry out any act or deed on behalf of PeopleStrong, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by PeopleStrong, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of PeopleStrong, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of PeopleStrong.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of PeopleStrong. You shall not engage with any competitor of PeopleStrong or any other person for the similar services as being provided to PeopleStrong and its



customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of PeopleStrong who performed any work in connection with the agreement, without prior written approval from PeopleStrong, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by PeopleStrong. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of PeopleStrong or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning PeopleStrong or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of PeopleStrong or any of its associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with PeopleStrong and at all times thereafter, you will not make any false, defamatory, or disparaging statements about PeopleStrong or the employees, offices, or directors of PeopleStrong that are reasonably likely to cause damage to such entity or person.

#### **10. Employment particulars & background verification**

Your final appointment is contingent upon the successful completion of a background check. PeopleStrong may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

PeopleStrong may conduct your background verification either through PeopleStrong or by a third party at any time after joining PeopleStrong.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

#### **11. Service obligations**



In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by PeopleStrong and any association or professional body to which PeopleStrong from time to time belongs, together with general laws, regulations, and requirements applicable to PeopleStrong from time to time. While in the employment of PeopleStrong, you shall (a) use your best endeavor to promote the business interests and welfare of PeopleStrong; (b) devote your full time, attention, and abilities during hours of work to the affairs of PeopleStrong; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of PeopleStrong or conflicts with your position in PeopleStrong (including without limitation any connected person).

## **12. Warranty and indemnification**

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or performing your duties under, this appointment letter. You will indemnify and hold PeopleStrong harmless against all suits, claims, costs, damages, and expenses that PeopleStrong may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with PeopleStrong is on a full-time basis, you shall not take up any assignment, including those in the nature of any business, profession, or vocation, without the prior written consent of PeopleStrong, which may be granted/refused at PeopleStrong's sole discretion.

## **13. Force majeure**

PeopleStrong shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

## **14. Expenses**

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of PeopleStrong's expenses policy from time to time in force.

## **15. Confidentiality**



During the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to PeopleStrong or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with PeopleStrong, and/or its affiliates or subsidiaries (together "confidential information"). You shall keep and maintain strict confidentiality of such confidential information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without the prior written consent of an authorized officer of PeopleStrong. You shall at all times, whether during or after the termination of your employment, act with the utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise. You shall not reproduce, store in a retrieval system, or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning, or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

Upon expiry or termination of your employment with PeopleStrong, you will return and surrender to PeopleStrong, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and videotapes, floppies and discs, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as PeopleStrong or its affiliates or customers may require in this regard, from time to time. You shall not disclose to any public papers, journals, pamphlets, or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to PeopleStrong or its subsidiaries or affiliates, except with prior approval. The obligations contained above shall cease to apply to any confidential information upon it (a) coming into the public domain, other than as a result of or in connection with the direct or indirect disclosure by you in breach of any condition; and (b) being required to be disclosed pursuant to any regulatory requirement(s). you shall not at any time during the continuance of your employment with PeopleStrong make any notes or memoranda relating to any matter within the scope of the business of PeopleStrong or any of PeopleStrong's associate companies in India or abroad or concerning any of the dealings or affairs of PeopleStrong or any of PeopleStrong's associate companies in India or abroad, otherwise than for the benefit of PeopleStrong or any of PeopleStrong's associate companies in India or abroad for whom you are directed to provide your services.

You agree and confirm that you will, at all times:

- a) Maintain in confidence all such confidential information and will not use such 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 without the prior written consent of PeopleStrong;
- c) Prevent the unauthorized use, dissemination, or publication of such confidential information;
- d) Not copy or reproduce any such confidential information except as is reasonably necessary for the purpose for which it was shared with you;
- e) Not use the confidential information in a way so as to produce a commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to PeopleStrong; and



- f) Neither obtain nor claim any ownership interest in any knowledge or information obtained from such confidential information.

## 16. Intellectual property rights

You hereby irrevocably assign to PeopleStrong, including by way of future assignment, with full title guarantee, absolutely and free from all encumbrances, all your right, title, and interest in any and all intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets in, or relating to, any work or material created, conceived, developed, contributed to or improved upon in whole or in part by you during the course of your employment together with all accrued rights of action in respect of any infringement of any such intellectual property rights.

Notwithstanding anything to the contrary, no license with respect to intellectual property rights shall be deemed or implied to be granted by PeopleStrong to you in respect of PeopleStrong intellectual property.

You shall not reverse-engineer, decompile, or disassemble, modify or copy (except for making a single backup copy) any methodologies, software or whitepaper article, themes, headlines, or confidential information disclosed under this agreement and shall not remove, overprint, deface or change any notice of confidentiality, copyright, trademark, logo, or other notices of ownership from any originals or copies of confidential information you receives from PeopleStrong.

You agree and understand that for any and all copyrightable works that are prepared by you, within his scope of service, PeopleStrong will be considered the first owner of such copyrightable works. To the extent that PeopleStrong is not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such PeopleStrong intellectual property is irrevocably assigned by you to PeopleStrong in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such PeopleStrong intellectual property.

You shall, without charge to, but at the cost and expense of PeopleStrong, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in PeopleStrong (or any such PeopleStrong as directed) absolutely.

During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of PeopleStrong, its successors in title and assigns.



The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

#### **17. PeopleStrong property**

For efficient discharge of your services, PeopleStrong may provide you with a mobile phone, laptop, etc. subject to PeopleStrong policy. This will be PeopleStrong property which shall be entrusted to you for official purpose only. You will be required to return all PeopleStrong property and documents at any time upon request or in the event of termination of employment. 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 PeopleStrong.

#### **18. Jurisdiction and governing laws**

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects 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 construction, meaning or effect thereof 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 Delhi in the 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 PeopleStrong. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of PeopleStrong policies may result in significant and continuing injury and irreparable harm to PeopleStrong, the monetary value of which would be impossible to establish. Therefore, you agree that PeopleStrong shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and PeopleStrong and any breach of this confidence will be viewed with utmost seriousness.



**Acceptance**

I, "Rajashri Wable Wable d/O Bailiram Wable", have read and understood the contents of this employment offer letter and all its exhibits and accept all 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 PeopleStrong technologies private limited.

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : \_\_\_\_\_

Signature : \_\_\_\_\_

Date : \_\_\_\_\_

**Note: Please sign on all the pages of the document.**

**Pre-joining process**

To smoothen your onboarding process, you will receive a pre-onboarding link from [yourhr@peoplestrong.com](mailto:yourhr@peoplestrong.com) two days prior to your date of joining. Please fill the form on the link and upload all the documents mentioned below on the same link.

**Documents required on the date of joining**

Your appointment is subject to you submitting the following documents to the HR department on your arrival at PeopleStrong:

- Copy of Pan card
- Copy of Aadhar card
- Copy of Voter id/ Driving license
- Passport size photographs (4 copies) – for personnel records and opening of salary a/c
- Educational certificate/mark sheet copies (mark sheet of all degrees & courses) – for personnel records
- Canceled bank cheque of HDFC
- Original relieving letter from current employer – for personnel records
- Your detailed curriculum vitae (in case not submitted earlier) – for personnel records
- Copy of form 16/ tax deduction certificate from the past employer (not applicable for freshers/trainees)
- Current address proof (ration card/electricity bill/telephone bill/water bill)
- Last three month's salary slip/certificate of the previous organization
- Birth/month/year details of your mother & father

Your contact point in HR would be Simran, you can write at [simran.anand@taggd.in](mailto:simran.anand@taggd.in) or [hr@peoplestrong.com](mailto:hr@peoplestrong.com).

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Personal and confidential  
Letter of employment

June 29, 2021

Raghavendra Narendra Wandre Wandre  
MURBAD ROAD  
NEAR ECHAMANI GANESH MANDIR  
KALYAN WEST  
Kalyan D.c.,Thane  
Maharashtra 421301

Dear Raghavendra Narendra Wandre ,

Many Congratulations!

We are delighted to offer you the full-time position of "Recruitment Associate" (Grade-2) at PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.").

Location: **Mumbai**  
Date of joining: **July 01, 2021**

Your annualized On-target earnings (OTE) will be **3,60,000/- (Three Lakhs Sixty Thousand Only)** . This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below and the conditions of hire mentioned in Annexure 3. Please indicate your acceptance of this offer within seven (7) days by returning a copy of this letter duly signed by you.

We take this opportunity to congratulate you on your selection and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We look forward to having you onboard!

For PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.")  
**Warm Regards,**

**Amit Jain**  
**Vice President - Human Resource**



### Annexure

#### 1. Detailed On-target earnings (OTE) breakup:

Salary components		Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	5,229	62,742
iii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
V	Employer contribution to ESIC	0	0
Vi	Insurance <sup>(2)</sup>	500	6,000
Vii	Employer contribution to gratuity <sup>(3)</sup>	722	8,658
Viii	Monthly bonus <sup>(4)</sup>	2,250	27,000
<b>Base gross salary</b>		<b>25,501</b>	<b>3,06,000</b>
Incentive <sup>(1)</sup>		4,500	54,000
<b>OTE</b>		<b>30,000</b>	<b>3,60,000</b>
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Medclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 3 lacs for group medclaim policy, INR 5 Lacs for group accidental policy and INR 20 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

#### NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.
03. Base gross salary & OTE are subject to statutory tax deductions



04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per your base location).
05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and PeopleStrong
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to PeopleStrong in the prescribed format within the timeline stipulated by PeopleStrong. The payments described in the FBP 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.

## 2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance (limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum
Professional development allowance (subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card (available in denominations of INR 1000, INR 2000 & INR 3000 per month) (applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

\*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

## 3. Conditions of hire:

Your employment with PeopleStrong will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by PeopleStrong
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with PeopleStrong if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining PeopleStrong)



- d) You represent that acceptance of employment with PeopleStrong does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by PeopleStrong is cleared; and
- f) 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 to PeopleStrong before your joining.

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.

### Terms and conditions

#### 1. Service rules

You will be governed by the rules, regulations, and other PeopleStrong policy (together with the "PeopleStrong policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in PeopleStrong policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "Manager - RPO" in PeopleStrong at the time of joining. However, your services are transferable and can be seconded or deputed by PeopleStrong to any of PeopleStrong locations or locations of PeopleStrong's associate companies/clients in India or abroad. PeopleStrong further reserves the right to transfer your employment to any other PeopleStrong or legal entity, as part of any transfer of undertaking of PeopleStrong or as part of any restructuring or amalgamation or such other plan implemented by PeopleStrong or by which PeopleStrong is bound, on such terms and conditions as applicable to such plan.

#### 2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

#### 3. Performance Incentive



The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of PeopleStrong on the date of incentive payment are eligible to receive the incentive for that performance review period. Employees who leave the services of PeopleStrong before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

PeopleStrong follows the performance cycle from 1<sup>st</sup> April to 31<sup>st</sup> March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins PeopleStrong on or before 31<sup>st</sup> October will be eligible for increment in May (the following year) and anyone who is joining on or after 1<sup>st</sup> November will be eligible for incentive on subsequent year increment cycle. PeopleStrong follows the compensation increment cycle from 1<sup>st</sup> May to 30<sup>th</sup> April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and PeopleStrong. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time

#### **4. Remuneration**

PeopleStrong will contribute 12% of your basic pay towards your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

PeopleStrong assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, PeopleStrong may from time to time, withhold any tax as may be required by applicable law.

PeopleStrong reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to PeopleStrong or any of PeopleStrong's associate companies in India or abroad, including any overpayment, loan, or advance made to you by PeopleStrong or any of PeopleStrong's associate companies in India or abroad.

Performance cycle: PeopleStrong follows a performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

#### **5. Working hours & leaves**

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of PeopleStrong or any of PeopleStrong's associate companies in India or abroad may require.



You will comply with any requests made or measures imposed to enable PeopleStrong and/or the director to monitor and record your working time.

All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from PeopleStrong along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary.

Leave calculation will not include Saturday, Sunday, and PeopleStrong holidays. You will be entitled to 10 PeopleStrong holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by PeopleStrong at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective I1 manager.

## **6. Training**

During the course of your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. PeopleStrong will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by PeopleStrong in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in PeopleStrong. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

## **7. Separation**

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days notice in writing without assigning any reasons. Period separation is initiated by PeopleStrong, then PeopleStrong may,



at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by PeopleStrong.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of PeopleStrong. You will ensure that all your ongoing activities are completed and handed over as per PeopleStrong guidelines on the separation process. In case you decide to leave PeopleStrong without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred by PeopleStrong in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, PeopleStrong may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with PeopleStrong and you are bound to complete your notice period before leaving the services of PeopleStrong.

You shall be governed by PeopleStrong policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable PeopleStrong policies & processes.

You shall automatically retire from employment with PeopleStrong on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that PeopleStrong reserves the right to change the retirement age.

## 8. Termination

PeopleStrong may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capable of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from PeopleStrong.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by PeopleStrong. Upon termination for whatever cause or reason, you shall return all PeopleStrong property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with PeopleStrong. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to PeopleStrong an amount in respect of excess holiday taken over that which was accrued. PeopleStrong may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be



imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

**9. Non-solicitation, non-compete, non-defamation etc.**

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, have any material interest in any other occupation except with the prior written consent of PeopleStrong.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, pursue any full-time or part-time educational course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from PeopleStrong before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of PeopleStrong:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of PeopleStrong or any of PeopleStrong's associate companies, directly or indirectly make preparations to compete with any business carried on by PeopleStrong or PeopleStrong's associate companies;

(b) induce or attempt to induce any client or customer or supplier of PeopleStrong or any of PeopleStrong's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with PeopleStrong or any of PeopleStrong's associate companies or to exclude PeopleStrong or any of PeopleStrong's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by PeopleStrong or any of PeopleStrong's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of PeopleStrong, do or carry out any act or deed on behalf of PeopleStrong, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by PeopleStrong, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of PeopleStrong, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of PeopleStrong.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of PeopleStrong. You shall not engage with any competitor of PeopleStrong or any other person for the similar services as being provided to PeopleStrong and its



customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of PeopleStrong who performed any work in connection with the agreement, without prior written approval from PeopleStrong, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by PeopleStrong. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of PeopleStrong or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning PeopleStrong or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of PeopleStrong or any of its associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with PeopleStrong and at all times thereafter, you will not make any false, defamatory, or disparaging statements about PeopleStrong or the employees, offices, or directors of PeopleStrong that are reasonably likely to cause damage to such entity or person.

#### **10. Employment particulars & background verification**

Your final appointment is contingent upon the successful completion of a background check. PeopleStrong may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

PeopleStrong may conduct your background verification either through PeopleStrong or by a third party at any time after joining PeopleStrong.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

#### **11. Service obligations**



In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by PeopleStrong and any association or professional body to which PeopleStrong from time to time belongs, together with general laws, regulations, and requirements applicable to PeopleStrong from time to time. While in the employment of PeopleStrong, you shall (a) use your best endeavor to promote the business interests and welfare of PeopleStrong; (b) devote your full time, attention, and abilities during hours of work to the affairs of PeopleStrong; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of PeopleStrong or conflicts with your position in PeopleStrong (including without limitation any connected person).

## **12. Warranty and indemnification**

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or performing your duties under, this appointment letter. You will indemnify and hold PeopleStrong harmless against all suits, claims, costs, damages, and expenses that PeopleStrong may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with PeopleStrong is on a full-time basis, you shall not take up any assignment, including those in the nature of any business, profession, or vocation, without the prior written consent of PeopleStrong, which may be granted/refused at PeopleStrong's sole discretion.

## **13. Force majeure**

PeopleStrong shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

## **14. Expenses**

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of PeopleStrong's expenses policy from time to time in force.

## **15. Confidentiality**



During the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to PeopleStrong or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with PeopleStrong, and/or its affiliates or subsidiaries (together "confidential information"). You shall keep and maintain strict confidentiality of such confidential information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without the prior written consent of an authorized officer of PeopleStrong. You shall at all times, whether during or after the termination of your employment, act with the utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise. You shall not reproduce, store in a retrieval system, or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning, or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

Upon expiry or termination of your employment with PeopleStrong, you will return and surrender to PeopleStrong, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and videotapes, floppies and discs, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as PeopleStrong or its affiliates or customers may require in this regard, from time to time. You shall not disclose to any public papers, journals, pamphlets, or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to PeopleStrong or its subsidiaries or affiliates, except with prior approval. The obligations contained above shall cease to apply to any confidential information upon it (a) coming into the public domain, other than as a result of or in connection with the direct or indirect disclosure by you in breach of any condition; and (b) being required to be disclosed pursuant to any regulatory requirement(s). you shall not at any time during the continuance of your employment with PeopleStrong make any notes or memoranda relating to any matter within the scope of the business of PeopleStrong or any of PeopleStrong's associate companies in India or abroad or concerning any of the dealings or affairs of PeopleStrong or any of PeopleStrong's associate companies in India or abroad, otherwise than for the benefit of PeopleStrong or any of PeopleStrong's associate companies in India or abroad for whom you are directed to provide your services.

You agree and confirm that you will, at all times:

- a) Maintain in confidence all such confidential information and will not use such 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 without the prior written consent of PeopleStrong;
- c) Prevent the unauthorized use, dissemination, or publication of such confidential information;
- d) Not copy or reproduce any such confidential information except as is reasonably necessary for the purpose for which it was shared with you;
- e) Not use the confidential information in a way so as to produce a commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to PeopleStrong; and



- f) Neither obtain nor claim any ownership interest in any knowledge or information obtained from such confidential information.

## 16. Intellectual property rights

You hereby irrevocably assign to PeopleStrong, including by way of future assignment, with full title guarantee, absolutely and free from all encumbrances, all your right, title, and interest in any and all intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets in, or relating to, any work or material created, conceived, developed, contributed to or improved upon in whole or in part by you during the course of your employment together with all accrued rights of action in respect of any infringement of any such intellectual property rights.

Notwithstanding anything to the contrary, no license with respect to intellectual property rights shall be deemed or implied to be granted by PeopleStrong to you in respect of PeopleStrong intellectual property.

You shall not reverse-engineer, decompile, or disassemble, modify or copy (except for making a single backup copy) any methodologies, software or whitepaper article, themes, headlines, or confidential information disclosed under this agreement and shall not remove, overprint, deface or change any notice of confidentiality, copyright, trademark, logo, or other notices of ownership from any originals or copies of confidential information you receives from PeopleStrong.

You agree and understand that for any and all copyrightable works that are prepared by you, within his scope of service, PeopleStrong will be considered the first owner of such copyrightable works. To the extent that PeopleStrong is not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such PeopleStrong intellectual property is irrevocably assigned by you to PeopleStrong in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such PeopleStrong intellectual property.

You shall, without charge to, but at the cost and expense of PeopleStrong, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in PeopleStrong (or any such PeopleStrong as directed) absolutely.

During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of PeopleStrong, its successors in title and assigns.



The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

#### **17. PeopleStrong property**

For efficient discharge of your services, PeopleStrong may provide you with a mobile phone, laptop, etc. subject to PeopleStrong policy. This will be PeopleStrong property which shall be entrusted to you for official purpose only. You will be required to return all PeopleStrong property and documents at any time upon request or in the event of termination of employment. 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 PeopleStrong.

#### **18. Jurisdiction and governing laws**

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects 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 construction, meaning or effect thereof 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 Delhi in the 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 PeopleStrong. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of PeopleStrong policies may result in significant and continuing injury and irreparable harm to PeopleStrong, the monetary value of which would be impossible to establish. Therefore, you agree that PeopleStrong shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and PeopleStrong and any breach of this confidence will be viewed with utmost seriousness.



**Acceptance**

I, "Raghavendra Narendra Wandre Wandre S/O Narendra Wandre", have read and understood the contents of this employment offer letter and all its exhibits and accept all 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 PeopleStrong technologies private limited.

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : \_\_\_\_\_

Signature : \_\_\_\_\_

Date : \_\_\_\_\_

**Note: Please sign on all the pages of the document.**

**Pre-joining process**

To smoothen your onboarding process, you will receive a pre-onboarding link from [yourhr@peoplestrong.com](mailto:yourhr@peoplestrong.com) two days prior to your date of joining. Please fill the form on the link and upload all the documents mentioned below on the same link.

**Documents required on the date of joining**

Your appointment is subject to you submitting the following documents to the HR department on your arrival at PeopleStrong:

- Copy of Pan card
- Copy of Aadhar card
- Copy of Voter id/ Driving license
- Passport size photographs (4 copies) – for personnel records and opening of salary a/c
- Educational certificate/mark sheet copies (mark sheet of all degrees & courses) – for personnel records
- Canceled bank cheque of HDFC
- Original relieving letter from current employer – for personnel records
- Your detailed curriculum vitae (in case not submitted earlier) – for personnel records
- Copy of form 16/ tax deduction certificate from the past employer (not applicable for freshers/trainees)
- Current address proof (ration card/electricity bill/telephone bill/water bill)
- Last three month's salary slip/certificate of the previous organization
- Birth/month/year details of your mother & father

Your contact point in HR would be Simran, you can write at [simran.anand@taggd.in](mailto:simran.anand@taggd.in) or [hr@peoplestrong.com](mailto:hr@peoplestrong.com).

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Strictly Private and Confidential

Date:01-Jun-2021

Kunal Kishore  
C9580319

S/o: Nagender singh Vill-Hasanpur, P.o/P.s:Shahjahanpur , Dist:Patna , State:Bihar  
8340711533

Dear Kunal Kishore,

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.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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](mailto: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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, 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 signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<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:

<b>Total Cash Compensation Elements</b>	
	<b>Annual (INR)</b>
<b>(A) Annual Fixed Compensation</b>	383000
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32500
<b>Maximum Annual Total earning potential (A+B)</b>	415500
<b>Joining Bonus (Refer to the Section C)</b>	25,000
<b>(D) Additional Benefits</b>	
<b>Gratuity as per law<sup>#</sup></b>	9500
<b>Insurance Premium(notional value)</b>	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

#### (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.

## 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).
7. Pan Card
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.

## Contact

[www.linkedin.com/in/shraddha-varade-5a16901a6](https://www.linkedin.com/in/shraddha-varade-5a16901a6) (LinkedIn)

## Top Skills

Mobile Robotics

Automation

Out of box thinking

## Languages

Hindi, English, Marathi (Limited Working)

## Publications

Vision Based Navigation of Quadraped Robot with Obstacle Avoidance

# shraddha varade

Student at MIT Academy of Engineering, Alandi, Pune  
411008

## Experience

Ntech solution pvt ltd

Summer Intern

May 2017 - June 2017 (2 months)

Nashik, Maharashtra

software company, sponsership for the project 'Traffic light Violation Detection Using RFID'.

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Electronics and telecommunication · (2018 - 2021)

MSBTE

diploma, Electronics and telecommunication · (2015 - 2018)

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CIN# U74200TG2002PTC044767

**NetCracker Technology Solutions  
(India) Private Limited**

3rd Floor, Tower C  
Panchshil Tech Park One  
Sr. No.191A/2A/1/2  
Next To Don Bosco School  
Off Airport Road, Yerwada, Pune - 411 006

www.netcracker.com  
NTSIPL@netcracker.com  
Tel : 91 20 4911 7000  
Fax : 91 20 4911 7002

**FIXED – TERM APPOINTMENT LETTER**

**EMPLOYER:** Netcracker Technology Solutions (India) Private Limited (incorporated under the Companies Act, 1956, having its registered office at Plot No-5&43, HITEC City, Madhapur, Hyderabad 500 081, India and a branch office located at Panchshil Tech Park One, Tower C, Third Floor, Unit No. 02, Sr. No. 191A/2A/1/2, Next to Don Bosco School, Off Airport Road, Yerwada, Pune-411006.

**EMPLOYEE:**

**Name** : Sanket Kedar Agarwal

**Postal Address** : Suraj Kunj, Old Kavha Road, Veer hanumant wadi, Latur-413512

**Permanent Address** : Suraj Kunj, Old Kavha Road, Veer hanumant wadi, Latur-413512

The following main terms and conditions will apply to your employment with Netcracker India. Other terms and conditions applicable to your employment will be set forth in Netcracker India's policies and procedures ("Netcracker's Policies and Procedures") as communicated to you. Netcracker India reserves the right to change Netcracker's Policies and Procedures from time to time at its sole discretion.

**1. Date of Commencement**

Your fixed-term employment with Netcracker India will begin on 12 July, 2021 and shall end as per the provisions of Section 9 ("Term").

**NetCracker Technology Solutions (India) Private Limited**

H.O: Plot No. 5 & 43, HITEC City, Madhapur, Hyderabad - 500 081, Rangareddy, Telangana, India  
Tel: 91 40 6623 5000, Fax: 91 40 6623 5452

## 2. Duties

- 2.1. You will be employed in the position of Trainee. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times.
- 2.2. as per the job responsibilities advised by your manager at the time of joining or as amended from time to time and such other tasks as may be required by Netcracker India.
- 2.3. You will be required to comply with Netcracker India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Netcracker's Policies and Procedures.
- 2.4. Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Netcracker India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Netcracker India or its affiliates.

## 3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and later from time to time as appropriate. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members. Please refer to Netcracker's Policies and Procedures for further details.

## 4. Place of Work

Your initial place of work will be at Netcracker India's facility in Pune, India. However Netcracker India has the right to transfer you from one place to another or from one section to another or to any other unit of Netcracker India. The decision of Netcracker India in this regard shall be final and binding on you.

## **5. Remuneration**

- 5.1. Your gross salary will be **INR 300,000/-** (Three Lakhs Rupees) annualized as per the attached Salary Annexure, payable in arrears in accordance with Netcracker India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 5.2. Netcracker India has the right to deduct from your pay/salary any sums which you may owe Netcracker India, including without limitation, any over-payments or loans made to you by Netcracker India or any demand raised by any judicial or quasi authority for the actions done by you and / or losses suffered by Netcracker India as a result of your negligence or breach of Netcracker's Policies and Procedures or failure to return Netcracker India's property.
- 5.3. You will be reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of Netcracker India, subject to your compliance with the Expenses Policy in Netcracker's Policies and Procedures.

## **6. Provident Fund**

Netcracker India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Netcracker's Policies and Procedures.

## **7. Leave**

- 7.1. Netcracker India will grant you leave as provided in Netcracker's Policies and Procedures.
- 7.2. All leave scheduling and organisation will be arranged to ensure smooth business operation and manager's approval is required prior to your scheduling or changing any leave.

## **8. Exclusivity of Services**

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Netcracker India at all times. You shall not, without the written consent of Netcracker India, be in any way directly or indirectly actively engaged or concerned in any other business or undertaking.

## 9. Termination of Employment

- 9.1. The Term of your employment with Netcracker India shall be 03 months, and the employment will automatically end on 11 October, 2021, unless terminated earlier, as per the provisions of this Section.
- 9.2. This Agreement will be terminable by either party by giving one month's written notice (exclusive of any leaves availed during the period) or payment of one month salary in lieu of such notice period to the other party. Netcracker India holds the right to accept or deny payment in lieu of the said one month notice.
- 9.3. Netcracker India reserves the right to terminate your contract without notice and without payment of severance, "for cause" forthwith in the event you:
- a. have been found guilty of any misconduct or indiscipline after due enquiry by Netcracker India;
  - b. have violated any of the terms of this Appointment Letter or Netcracker's Policies and Procedures;
  - c. have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Netcracker India;
  - d. have suppressed any information or submit false information with the view to obtain employment in Netcracker India.
  - e. are convicted for any offence under any law for the time being in force in any jurisdiction; or
  - f. commit any act detrimental to the interest of Netcracker India.
  - g. abstain from work for seven consecutive days without informing Netcracker India.
  - h. are in breach of Confidentiality, Noncompetition and Invention Assignment Agreement.
- 9.4. At the end of the Term or on the termination of your employment for whatever reason (whichever is earlier) you will return to Netcracker India without delay all assets belonging to Netcracker India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Netcracker India or relating to its business affairs or dealing which are in your possession or under your control. At Netcracker India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Netcracker's Policies and Procedures, which will reaffirm your compliance with your post-termination obligations including return of Netcracker India's property and compliance with the provisions of the Confidentiality, Noncompetition and Invention Assignment Agreement and releasing Netcracker India from all claims, liabilities and obligations.

## **10. New Hire Background Investigation**

- 10.1. It is Netcracker India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, and upon reference checks to be conducted by Netcracker India being successfully completed.
- 10.2. You authorise Netcracker India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions
- 10.3. In case you are hired from campus and results for your examination is still awaited, your continued employment with Netcracker India will be subject to passing the said examination appeared before joining the company and completing the course, failing which Netcracker reserves the right to take action including termination of your employment without notice.

## **11. Foreign Nationals**

In case you are not an Indian national and, under any law required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment with Netcracker India.

You are also required to ensure all future correspondence and permission for continued stay and employment in the country as per the governing law is complied with at all times. If required, Netcracker shall be at liberty to demand copies / originals of such permission.

It is made clear that you're having valid work permit / authorisation, at all times of your employment, is an inherent requirement of your employment with Netcracker. Any time after the execution of this employment contract, if it is found that you do not have required work permit / visa, Netcracker shall terminate your employment, without notice, with immediate effect, without having any liability towards you.

## **12. Other Particulars**

- 12.1. You confirm that there are no other agreements executed by you with third parties that directly conflict with the terms and conditions of your fixed-term employment or restrict your ability to enter into this fixed-term Appointment Letter.
- 12.2. You will be eligible to participate in and receive employee benefits as may be provided by Netcracker India in Netcracker's Policies and Procedures.

## **13. Notices**

Any notices required to be given by a party to another, shall be sent either by first class post, which shall be deemed to be received seven working days later (unless returned by post) or by facsimile or by email transmission, which shall be deemed to be received the next working day, provided the notice is also sent by post the next working day after transmission.

## **14. Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of or in connection with your employment, shall be governed by and construed in accordance with the laws of India. The Courts of Hyderabad shall have exclusive jurisdiction to try and entertain such disputes.

## **15. Agreement/Modifications**

The terms described in this Appointment Letter, including any annexures, will be the terms of your employment, and this Contract supersedes any previous discussions or offers relating to your employment. Any additions to, deletions of or modifications of these terms are effective only upon signature of an officer of Netcracker India.

You undertake to be bound by any rules and regulations enforced by Netcracker India from time to time in relation to conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

AGREED AND EXECUTED by:

**NETCRACKER TECHNOLOGY SOLUTIONS (INDIA) PRIVATE LIMITED**

Acting by

**By: Srinivas Prabhu Sangam**

**Title: Director, Human Resources**

Signature:



AGREED AND EXECUTED by:

**Name: Sanket Kedar Agarwal**

Signature:

Date:

**SALARY ANNEXURE**

Particulars	Amount Per Month	Amount Per Annum
Basic Salary	INR 22,000	INR 264,000
Housing Allowance	INR 360	INR 4,320
Co. contribution to Provident Fund @ 12% of Basic Salary	INR 2,640	INR 31,680
<b>Total Fixed Pay</b>	<b>INR 25,000</b>	<b>INR 300,000</b>

Other Benefits	
Gratuity	As per law
Medical Insurance	For self and up to 3 family members as defined
Personal Accident Insurance	Self
Vacation	As per the company policy
Sick Leave	As per the company policy

## APPENDIX A

### ADDITIONAL OBLIGATIONS UNDER THE EMPLOYMENT

The following additional material terms and conditions of this employment are incorporated into the Agreement to which this Appendix A is attached. The Company and you hereby agree to be bound by these terms to the same degree and manner as all terms of the Agreement.

#### A1. No Conflict of Interest

- a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of this Agreement, or which would preclude you from fully performing your job responsibilities for the Company.
- b) You represent that your performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in Company prior to your employment by the Company, and you will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others. You further agree to conform to the rules and regulations of the Company.
- c) During your employment with the Company, you agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to the Company's or which in any way otherwise competes with the Company. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's written consent. You agree that you will also adhere to all of the Company's standards and policies in effect from time to time. If you ever have any questions about these standards or policies, you will discuss them openly with your manager or with the Human Resources Department.

#### A2. Confidential Information

- a) Confidential Information includes without limitation: Company's trade secrets, software, technology, know-how, ideas, techniques, inventions (whether patentable or not), works of authorship, formulas, business and product development plans, customer lists, names and information regarding Company's clients and prospective clients, financial information, fee and pricing structures, sales and marketing plans, research and development activities and all other materials and information concerning Company's business and its conduct which the Company treats as confidential and which is not generally known to others.
- b) You agree and acknowledge that you have an absolute duty, both during and after your employment, to maintain and safeguard the Confidential Information of the Company which you are entrusted with or exposed to during your employment with the Company. You agree that the Confidential Information is the property of Company and you will hold it in trust for the Company's benefit. You may be required to sign additional documents which record this commitment on your part.

- c) You agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement.
- d) You agree that during your employment by the Company, you will not remove any Company documents and materials from the business premises of the Company or deliver any Company documents and materials to any person or entity outside the Company, except as you are required to do in connection with performing the duties of your employment.
- e) Upon the termination of your employment (for whatever reason and howsoever arising):-
  - I. Upon termination of employment and thereafter, you will not use Confidential Information, as defined herein, for your benefit or disclose it to any others without the Company's prior written permission.
  - II. You agree to deliver promptly to the Company, at the Company Offices in India, as at the time established, all manuals, tapes, disks, letters, products and product samples, equipment, lists, notes, business records, and all other material which contain or relate to Confidential Information.
  - III. You agree that the Company has the right to withhold payments due to you or take other action permitted under the laws of India to ensure the protection and return to the Company of such property as described in this section.

### **A3. Disclosure of Inventions to the Company**

- a) You will promptly disclose in writing to your immediate manager or to such other person designated by the Company all "Inventions," which includes, without limitation, all software programs or subroutines, source or object code, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-how and data, and business methods whether or not patentable, made or discovered or conceived or reduced to practice or developed by you, either alone or jointly with others, during the term of your employment.
- b) You will also disclose to the Company all Inventions made, discovered, conceived, reduced to practice, or developed by you within six (6) months after the termination of your employment with the Company which resulted, in whole or in part, from your employment by the Company. Such disclosures will be received by the Company in confidence (to the extent such Inventions are not assigned to the Company pursuant to Paragraph A4 below and do not extend the assignment made in Paragraph A4 below).
- c) You irrevocably appoint the Company to be your attorney in your name and on your behalf to sign, execute or do any instrument or thing, and generally to use your name for the purpose of giving the Company or its nominee the full benefit of the provisions of this Paragraph A3.
- d) You hereby waive all your moral rights in respect of any acts of third parties done with the authority of the Company in relation to any Inventions which are the property of the Company by virtue of this Paragraph A3.

- e) All rights under this Paragraph A3 in respect of Inventions made or discovered by you during your employment will continue in full force and effect after the termination of your employment and will be binding on your personal representatives.

#### **A4. Assignment of Inventions to the Company**

You agree that all Inventions which you make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during your employment will be the sole property of the Company to the maximum extent permitted by the laws of India or the laws of the jurisdiction in which the Company may seek to enforce its rights.

#### **A5. Works Made for Hire**

The Company will be the sole owner of all patents, patent rights, copyrights, trade secret rights, trademark rights and all other intellectual property or other rights in connection with Inventions that are the sole property of the Company. You further acknowledge and agree that such Inventions, including, without limitation, any computer programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the Company's rights under copyright laws.

You hereby assign to the Company any and all rights, title and interest you may have or acquire in such Inventions. If in the course of your employment with the Company, you incorporate into a Company product, process or machine a prior Invention owned by you or in which you have interest, the Company is hereby granted and will have a exclusive, royalty-free, irrevocable worldwide license to make, have made, modify, use, market, sell and distribute such prior Invention as part of or in connection with such product, process or machine. The Company will have the power to grant such assignments or sub-licenses of the said worldwide license as it will in its sole discretion deem fit.

#### **A6. Non-competition**

- a) You agree that, for a period of one year following termination of your employment with the Company, you will not, within India or the Pacific Rim, whether as an employee, sole proprietor, partner, shareholder or otherwise, engage in any business which would be competitive with the Company's activities or involve in any way the products, techniques, services or methods employed by the Company or that the Company offers to customers. You further agree that during this period you will not engage in the solicitation of business of the same or similar nature to that of the Company from any individual, firm or company who was a customer of the Company during the last twelve months of your employment, with whom you had direct contact professionally.
- b) You agree and acknowledge that it is reasonable and fair that the Company's business interests in this geographic market are protected through this restriction against competition.



- c) The Company will treat any request that you may send to the Company, seeking a waiver of this non-competition covenant in a fair manner so as not to create an undue burden on you while adequately protecting the Company's interests.

**A7. Customers**

For purposes of this Agreement, "customer" means any person or organization which within three years preceding the date of the termination of your employment, has received a proposal or bid from the Company, or has received products or services from the Company, with or without charge.

**A8. Non-solicitation of Employees**

You also agree that during your employment with the Company and for one year thereafter you will not contact or provide any assistance to any other person or organization which seeks to contact any of the Company's employees for the purpose of soliciting, inducing or attempting to induce any of the Company's employees to terminate employment with the Company.

The Company and you acknowledge our acceptance and understanding of these additional material terms and conditions of this employment, which are hereby incorporated into the Agreement, by our respective signatures below.

AGREED AND EXECUTED by:

**NETCRACKER TECHNOLOGY SOLUTIONS (INDIA) PRIVATE LIMITED**

Acting by

**Srinivas Prabhu Sangam**

**Title: Director, Human Resources**

A handwritten signature in black ink, appearing to be 'S P Sangam'.

Signature:

Date:

AGREED AND EXECUTED by:

**Sanket Kedar Agarwal**

Signature:

Date:

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# CompuCom®

To,  
Anand Nitin Khule,  
22-Jul-2021  
Pune

**SUB: OFFER OF EMPLOYMENT**

Dear Anand Nitin Khule,

We are pleased to offer you employment with CompuCom-CSI Systems India Private Limited for the position of **Graduate Engineer Trainee**. In addition to confirming the Offer, this letter sets out the terms and conditions of your employment.

**Terms and Conditions of Offer:**

<b>Position</b>	Graduate Engineer Trainee
<b>Level</b>	Level 1
<b>Location</b>	Full Time at Pune (initially)
<b>Probation Period</b>	180 Days
<b>Notice Period</b>	90 Days
<b>Work Hours</b>	9 hours (Rotational or Fixed timings, depending on business requirements)
<b>Latest Joining Date</b>	02-Aug-2021

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:**

<b>Total Annual Compensation</b>	Rs. 400000
<b>Variable Component</b>	10%

Please refer to the Annexure I for detailed salary components.

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

**Regd. Office:** 13<sup>th</sup> Floor, Tower B, EON Free Zone II (SEZ), Survey No. 72, Hissa No. 2/1, Kharadi, Pune – 411 014  
Level 2, Building 4C (SEZ), The Manjri Stud Farm Pvt. Ltd. (SP Infocity), Sr. No 209, Pune-Saswad Road, Phursungi,  
Pune – 412 308

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CIN: U72200PN2010PTC135998

# CompuCom®

We will be required to conduct pre-employment background and reference checks as a condition to the offer of employment to you and this offer is subject to successful clearance of these checks.

You will be working out of **Unit 1, 13th Floor, Tower B, EON Free Zone II(SEZ), Survey No. 72, Hissa No. 2/1, Kharadi, Pune, Maharashtra - 411014**, this is subject to change based on the organization's requirement.

**You will be required to report for duties virtually on 02-Aug-2021 at 11.00 AM, failing which; this Employment Letter shall stand withdrawn automatically, without any further intimation to you.**

On your day of joining, the on boarding team (dl-951-punehr@compucom.com) will connect with you virtually for completing your Joining formalities and Induction. In case of any onboarding related queries, you may contact the HR coordinator 02067247888 / 02068111800

You will be required to submit all documents (Annexure – II) **seven** calendar days before the date of joining mentioned in this offer letter, failing which; this Employment Letter shall stand withdrawn automatically, without any further intimation to you.

The formal appointment letter will be issued after we receive your acceptance and once you join the Organization.

We welcome you to the CompuCom family and wish you a successful career with us.

Sincerely,

**For CompuCom CSI Systems India Pvt. Ltd.**



**Sushma Paul**

**Senior Director- HR, CompuCom India**

**Regd. Office:** 13<sup>th</sup> Floor, Tower B, EON Free Zone II (SEZ), Survey No. 72, Hissa No. 2/1, Kharadi, Pune – 411 014  
Level 2, Building 4C (SEZ), The Manjri Stud Farm Pvt. Ltd. (SP Infocity), Sr. No 209, Pune-Saswad Road, Phursungi,  
Pune – 412 308

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CIN: U72200PN2010PTC135998

# CompuCom®

Salary Annexure I	
Name:	Anand Nitin Khule
Title:	Graduate Engineer Trainee
Role:	Level 1

Total Cost to Company (per annum)	400000
Total Fixed Pay (per annum)	360000
Total Variable/Statutory Bonus (per annum)	40000
Total Performance Pay (per annum)	0
<b>Components of Salary</b>	<b>Rs. (per annum)</b>
Basic pay	108000
HRA	43200
Conveyance	19200
Self-Development Allowance	0
Leave Travel Allowance	0
Medical Allowance	0
Employer's contribution to Provident Fund (12% of Basic)	12960
Skill Development Allowance	176640
Supervision Allowance	0
Management Allowance	0
Personal Pay	0

**Additional Benefits:** In addition to the above, you will also be eligible for the below-mentioned benefits:

**Total Variable Pay:** Maximum amount based on 100% performance, payable **Monthly**. However, the actual pay-out will depend upon your individual performance and the Company's performance. You must be actively employed by CompuCom on the date of payment to be eligible for the Performance Incentive. You will be provided the plan describing the calculation of your variable pay. That plan and the Performance Incentive amount will be subject to change based future changes made by the Company and changes in your role/level. The amount of performance incentive is inclusive of Statutory Bonus to the extent payable under the Payment of Bonus Act, 1965, if applicable to you. Any variable payments would be subject to a tax deduction as per the Income Tax Act.

Regd. Office: 13<sup>th</sup> Floor, Tower B, EON Free Zone II (SEZ), Survey No. 72, Hissa No. 2/1, Kharadi, Pune – 411 014  
Level 2, Building 4C (SEZ), The Manjri Stud Farm Pvt. Ltd. (SP Infocity), Sr. No 209, Pune-Saswad Road, Phursungi,  
Pune – 412 308

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## Documents Submission Annexure – II

### Documents required at the time of joining (2 set of all Documents)

1. Certificates of all educational qualifications (High School onwards) with mark sheets.
2. Experience certificates from previous employers (to be submitted on or before date of joining).
3. Release order from current employer.
4. Salary slips or proof thereof from current employer.
5. Last three months' salary slips from current employer.
6. Cancelled cheque/ Bank Statement or proof thereof for the account details (already mentioned in the (E) Application form).
7. Five Nos. recent passport size colored photographs with white background.
8. Permanent Account Number (PAN)
9. Form 16 from current employer
10. Address Proof
11. Father's Name
12. Spouse's Name
13. Marital Status
14. Date of birth
15. UAN Number allotted at previous establishment
16. Date of leaving of previous establishment
17. Epf Number
18. Pension Fund Number
19. Aadhar Number

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20 Jul, 2021

Mr. Chandan Singh  
HOUSE NO. 36 RATANPUR, PO-HADIABAD  
ARA, 802203

Dear Chandan,

**Welcome to TietoEVRY family!**

We are pleased to offer you the position of **Junior Software Engineer** in Tieto India Private Limited (hereafter referred to as 'Tieto'). The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than **2 Aug, 2021** failing which we presume you are not interested in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09.30 AM**.
3. Your fixed annual salary package will be INR **450,000.00** (Rupees Four Lakh Fifty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be reviewed for confirmation.
5. **Notice Period:** Employee can leave the Company by giving two months' advance notice or two months' gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. No resignation notice can be given during the period of leave or weekly off. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
6. This offer of employment is conditional and subject to your clearance of the background verification and/ reference checks by an external agency designated by the Company.
7. This is not a regular offer of appointment but a Letter of Intent. The formal letter of appointment will be issued when you join the Company.
8. Please submit the following at the time of your joining:
  - A copy of the experience letter and relieving letter / resignation acceptance letter from your present employer
  - One passport size photograph
9. We reiterate that your compensation is a confidential matter between you and the Company and we will view any breach of confidentiality with the utmost seriousness.

You would be governed by applicable TietoEVRY policies, guideline and processes related to your employment.

We once again would like to thank you for your interest in seeking a career with TietoEVRY and hope you will have a fruitful and successful career with us.

Yours sincerely,  
TietoEVRY, India Recruitment

**No signature is required as this is a system generated letter.**

ESTC Branch

2021 Batch

256

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:22-Jun-2021

**Akshata Satish Rasure  
C9670635**

**Satish Rasure, At Post Her, Tq. Udgir, Dist. Latur  
9673438048**

Dear **Akshata Satish Rasure,**

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.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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](mailto: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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, 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 signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company  
(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<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:

<b>Total Cash Compensation Elements</b>	
	<b>Annual (INR)</b>
<b>(A) Annual Fixed Compensation</b>	383000
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32500
<b>Maximum Annual Total earning potential (A+B)</b>	415500
<b>Joining Bonus (Refer to the Section C)</b>	25,000
<b>(D) Additional Benefits</b>	
<b>Gratuity as per law<sup>#</sup></b>	9500
<b>Insurance Premium(notional value)</b>	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

#### (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.

**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).
7. Pan Card
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.

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**Fwd: Siddhatech Software: campus selections**

1 message

Anil Kumar Pacha &lt;anil.pacha@mitaoe.ac.in&gt;

Fri, Mar 11, 2022 at 3:12 PM

To: Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

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

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

Date: Mon, Sep 20, 2021 at 4:45 PM

Subject: Fwd: Siddhatech Software: campus selections

To: Vikas Singh &lt;vssingh@admin.maepune.ac.in&gt;

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE &lt;dastoorkarpp@mitaoe.ac.in&gt;, Jayant Patkar &lt;jdpatkar@mitaoe.ac.in&gt;

Dear Vikas,

Please update the below 3 selections in the 2021 batch placement reports:

Company Name: Siddhatech Software Services Pvt. Ltd

Students Selected:

1. Sukanand Yedle - E & TC
2. Vijay Nanaso pise - E & TC
3. Umesh Biradar - E&TC

Forwarding herewith the confirmation mail received from the Company for records.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Abhinandan** <abhinandand@siddhatech.com>

Date: Mon, Sep 20, 2021 at 12:44 PM

Subject: Re: \*\*\*SPAM\*\*\* Re: Siddhatech Software: Freshers reqd.

To: Anil Kumar Pacha &lt;anil.pacha@mitaoe.ac.in&gt;

Umesh Biradar too is selected.

Thanks and Regards,

Abhinandan Dhar.

Office Manager I Siddhatech Software Services.

336, 3<sup>rd</sup> floor, East wing,

Amanora Town Centre, Hadapsar, Pune-28.



On 20-09-2021 12:40, Abhinandan wrote:

Hello Sir:

These candidates are selected and placed in our co.

Sukanand Ghanshyam Yedle

Vijay Nanaso pise

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336, 3<sup>rd</sup> floor, East wing,

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On 27-08-2021 11:33, Anil Kumar Pacha wrote:

Dear Mr. Abinandan,

Greetings!

As discussed, please find attached herewith the list of 2021 passed out batch Engineering students available for your selection process.

Total Number of students: 46

Please inform the students about the interview schedule.

Thanking you,

Regards,

Anil Kumar Pacha  
Training & Placement Officer  
MIT Academy of Engineering, Pune

On Wed, Aug 25, 2021 at 10:53 AM Abhinandan <abhinandand@siddhatech.com> wrote:

Hello Sir:

It was nice to talk to you, please help with a minimum of 20 candidates with no back logs fro 2020-2021 batch pass outs with salary ranges from 3LPA-4LPA depending on how they perform in our internal assessment tests from the following streams.

BE-Computer Science.

BE-Electronics.

MCA/BCA.

Mostly all should be from Pune city only (No outstation, No Pimpri Chinchwad and beyond, No Katraj and beyond). Rest of criteria and the selection process also remains the same.

To know more on us and what we do please visit the website as below

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**MIT** Academy of  
Engineering

Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

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## Fwd: Siddhatech Software: campus selections

1 message

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Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <[dastoorkarpp@mitaoe.ac.in](mailto:dastoorkarpp@mitaoe.ac.in)>, Jayant Patkar <[jpatkar@mitaoe.ac.in](mailto:jpatkar@mitaoe.ac.in)>

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Amanora Town Centre, Hadapsar, Pune-28.

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08-09-2021

## WELCOME LETTER

Dear Manasi Chaudhari,

Welcome to the iLink family. We are excited to extend you an offer to join us as a Software Engineer - Trainee. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the employment have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

A handwritten signature in black ink, appearing to read "Uday Bhaskarwar", with a horizontal line underneath.

Uday Bhaskarwar  
Chief People Officer

**ILM-Pun-Offer-2187**

**To:**

**Manasi Chaudhari,  
Flat No. 1, ShriSiddhi Appartment, Sahadev Nagar,  
O/P Horizon Academy, Gangapur Road,  
Nashik - 422013  
Maharashtra, India**

**Sub: Offer Letter**

Dear **Manasi Chaudhari**,

We are delighted to offer you the role of **Software Engineer - Trainee** at iLink Multitech Solutions.

The terms of the offer are given below, which, if you accept, will govern your employment.

**1. Salary**

You will be paid a CTC of **Rs.3,75,000 /- (Rupees Three Lakh(s) Seventy-Five Thousand(s) Only)** per annum. The breakup of the Salary is as mentioned in Annexure 2 of this offer letter.

**2. Work Place**

You will initially work from our office in **Pune**. However, you may be posted to any other place where our office is located or deputed to any of our client's location, during your tenure at iLink.

**3. Duties**

Your duties may vary from time to time depending on the business focus of the Company.

**4. Appraisal**

You will be eligible for salary increase after successfully completing 3 months with iLink. Based on your performance during the initial 3 months, your CTC might be fixed between 3.75 LPA to 4.5 LPA.

You will also be eligible for salary increase up to 5.5 LPA during the subsequent salary revision cycle, the first of which will be the scheduled revision cycle after the completion of the probation period.

**5. Working Hours**

You will be required to work for 5 days a week, minimum 40 hours per week or 9 hours per day depending upon client requirements.



iLink Multitech Solutions

### **6. Probation Period**

You will be on probation for a period of 6 months from the date of joining. Your services will be confirmed after probation provided your performance is found satisfactory during the probation period.

Your employment with **iLink Multitech Solutions** is at-will and either party can terminate the relationship at any time with or without cause and with a notice of 1 month in the first 30 days (look-in period) and a notice of 90 days thereafter.

You are required to join on or before **13-09-2021**.

This offer is valid till **09-09-2021, 5PM. Please email confirmation of acceptance before that date/ time.**

**You should share resignation acceptance from your current organization within 15 days from Offer Letter Acceptance**

The following documents (Original and Photocopy) are required at the time of joining on **13-09-2021**.

- Relieving Letter of last 3 of your previous companies – if experienced
- Last Month Pay Slip of your previous company– if experienced
- Appointment letter of your previous company
- 10th Mark sheet
- 12th Mark Sheet
- UG Mark sheet
- UG Degree Certificate
- PG Mark Sheet ( if any)
- PG Degree Certificate (if any)
- Diploma Certificates (if any)
- Current Address Proof
- Permanent Address Proof
- ID Proof
- Updated Resume
- Pan Card 3 Copies
- 4 Passport Size Photos



### **Annexure: 1**

1. We assume that all the documents you submit will match the information provided in the resume and during the interview process. Any discrepancies might lead to the termination of employment.
2. Relieving letter from your previous company is required for you to join iLink. If relieving letter will be delayed from your previous organization, please submit your resignation acceptance letter. If you are submitting a printout of the mail copy of your Relieving letter/resignation acceptance, please ensure that it is attested by your previous company HR with signature and the company seal.
3. Please read your iLink appointment letter thoroughly and submit the hard copy of the company's original acceptance letter with your signature to HR before you are enrolled into the rolls of the company.

**Annexure: 2**

<b>CTC STRUCTURE</b>		
	<b>Monthly Salary</b>	<b>Annual Salary</b>
	In Rupees	In Rupees
Basic	11,000.00	1,32,000.00
HRA	5,500.00	66,000.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Food Allowance	3,000.00	36,000.00
Leave Travel Allowance	3,166.67	38,000.00
Special Allowance	2,692.33	32,308.00
<b>Total</b>	<b>28,209.00</b>	<b>3,38,508.00</b>
<b>Non-Cash Benefits</b>		
Company's contribution to P.F. (including Administrative Charges)	1,950.00	23,400.00
Medical Insurance	563.00	6,756.00
Gratuity	528.00	6,336.00
<b>Total CTC</b>	<b>31,250</b>	<b>3,75,000</b>

For further clarification, please feel free to contact us.

Yours truly,  
For iLink Multitech Solutions



Uday Bhaskarwar  
Chief People Officer

**ACCEPTANCE OF OFFER**

I hereby declare that I accept this Offer Letter

Candidate's Signature

ESTC Branch  
2021 Batch

## Offer Letter - Snehal Shewale

**Hariramani, Lovina (MAH), Vodafone Idea <lovina.hariramani@vodafoneidea.com>**  
3:25 PM

to me, Hemant, Abanish

To,  
**Snehal Shewale**  
MIT College, Pune

Congratulations! Welcome to Vodafone Idea Limited!

With reference to your application and subsequent selection process, we are pleased to include you as part of the Graduate Engineering Trainee Program in our organization.

On joining, you shall be designated as **Graduate Engineering Trainee in Technology** function. Your place of posting will be at **Pune**.

We are enclosing the details of your compensation package of **Rs. 3,50,000** along with this Letter of Intent. A formal letter of appointment stating the terms of employment will be issued to you upon you joining us.

This Letter of Intent is subject to you satisfying the following:

- A confirmation to join Vodafone Idea Limited on 12th July, 2021 (Date of Joining)
- Your clearance of the Pre-employment Medical Examination by a Medical Officer designated by the company
- A positive Background verification of your educational qualification(s) and employment check (if applicable).
- Your passing of the final semester exams

Kindly accept this letter indicating your acceptance of our terms and conditions by **7-July-2021**. You are requested to submit the self-attested copy of documents mentioned below on or before your joining day.

- Documentary evidence of date of birth (PAN Card, Voter ID)
- Attested copy of all Educational Qualifications (SSC, HSC, Graduate/MBA Degree/Diploma)
- Four passport size photographs (against a white background only)
- PAN Card copy

Please note that all the above documents and information provided by you form the basis of your representation and our offer, and the same shall be subject to verification as may be required by the Company from time to time. By acceptance of this Letter of Intent, you hereby confirm that you are not subject to any ongoing restrictions or obligations, which would prevent or otherwise place limitations on your ability to join us from your designated start date.

ESTC - Bram 03  
2021 Batch

We wish you the best and believe that you will have a fruitful and successful career with us.

Annexure : Compensation Details			
	Rupees per Month	Rupees per Annum	
<b>Monthly Component (A)</b>			
<b>Basic Salary</b>	15,000	180,000	
<b>Management Allowance#</b>	340	4,084	
<b>HRA @ 50% of Basic</b>	7,500	90,000	
<b>Retirals ( B)</b>			
<b>Provident Fund @ 12% of Basic</b>	1,800	21,600	
<b>Gratuity @ 4.81% of Basic</b>	722	8,664	
<b>Total Fixed Pay (A+B)</b>	25,362	304,348	
<b>Variable Target (C)</b>			
<b>Variable Target Pay*</b>	3,804	45,652	<b>Variable Pay is @15% of Fixed Pay</b>
<b>Target CTC (A+B+C)</b>	29,167	350,000	
# Payout as per applicable (Target Variable Pay/Target Commission (Sales Incentive Plan) and continued employment with Vodafone Idea Limited as per policy.			
# Management Allowance & Target Variable Pay, inclusive of statutory bonus, if any, applicable under statute.			
As discussed and agreed under your contract of employment with Vodafone Idea Limited, it is hereby confirmed that in the compensation package the employer contribution of the Provident Fund shall be paid only on the Basic wages as specified above. Accordingly, to enable you to avail more cash component in hand in CTC, for the retrials component as the PF contribution and deductions, only the basic wage is considered and no other allowances, payments made under your terms of employment should be treated for PF contribution / deduction purposes.			

Regards,  
Lovina Hariramani  
Human Resources

**Vodafone Idea Limited** (formerly Idea Cellular Limited)  
An Aditya Birla Group & Vodafone partnership

M: +91 9823006330 | [www.vodafoneidea.com](http://www.vodafoneidea.com)

This message has been classified **C2 - Vodafone Idea Internal** by **Hariramani, Lovina (MAH), Vodafone Idea** on Tuesday, July 6, 2021 at 3:24:55 PM.

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## Offer Letter - Ashvini Sarode

1 message

**Hariramani, Lovina (MAH), Vodafone Idea** <lovina.hariramani@vodafoneidea.com>

Tue, Jul 6, 2021 at 3:05 PM

To: amsarode@mitaoe.ac.in <amsarode@mitaoe.ac.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Das, Abanish (MAH), Vodafone Idea <Abanish.Das@vodafoneidea.com>

To,

**Ashvini Sarode**

MIT College, Pune

Congratulations! Welcome to Vodafone Idea Limited!

With reference to your application and subsequent selection process, we are pleased to include you as part of the Graduate Engineering Trainee Program in our organization.

On joining, you shall be designated as **Graduate Engineering Trainee** in **Technology** function. Your place of posting will be at **Pune**.

We are enclosing the details of your compensation package of **Rs. 3,50,000** along with this Letter of Intent. A formal letter of appointment stating the terms of employment will be issued to you upon you joining us.

This Letter of Intent is subject to you satisfying the following:

- A confirmation to join Vodafone Idea Limited on 12th July, 2021 (Date of Joining)
- Your clearance of the Pre-employment Medical Examination by a Medical Officer designated by the company
- A positive Background verification of your educational qualification(s) and employment check (if applicable).
- Your passing of the final semester exams

Kindly accept this letter indicating your acceptance of our terms and conditions by **7-July-2021**. You are requested to submit the self-attested copy of documents mentioned below on or before your joining day.

- Documentary evidence of date of birth (PAN Card, Voter ID)
- Attested copy of all Educational Qualifications (SSC, HSC, Graduate/MBA Degree/Diploma)
- Four passport size photographs (against a white background only)
- PAN Card copy

Please note that all the above documents and information provided by you form the basis of your representation and our offer, and the same shall be subject to verification as may be required by the Company from time to time. By acceptance of this Letter of Intent, you hereby confirm that you are not subject to any ongoing restrictions or obligations, which would prevent or otherwise place limitations on your ability to join us from your designated start date.

We wish you the best and believe that you will have a fruitful and successful career with us.

<b>Annexure : Compensation Details</b>			
	<b>Rupees per Month</b>	<b>Rupees per Annum</b>	
<b>Monthly Component (A)</b>			
<b>Basic Salary</b>	<b>15,000</b>	<b>180,000</b>	
<b>Management Allowance#</b>	<b>340</b>	<b>4,084</b>	
<b>HRA @ 50% of Basic</b>	<b>7,500</b>	<b>90,000</b>	
<b>Retirals ( B)</b>			
<b>Provident Fund @ 12% of Basic</b>	<b>1,800</b>	<b>21,600</b>	
<b>Gratuity @ 4.81% of Basic</b>	<b>722</b>	<b>8,664</b>	
<b>Total Fixed Pay (A+B)</b>	<b>25,362</b>	<b>304,348</b>	
<b>Variable Target (C)</b>			
<b>Variable Target Pay*</b>	<b>3,804</b>	<b>45,652</b>	<b>Variable Pay is @15% of Fixed Pay</b>
<b>Target CTC (A+B+C)</b>	<b>29,167</b>	<b>350,000</b>	
# Payout as per applicable (Target Variable Pay/Target Commission (Sales Incentive Plan) and continued employment with Vodafone Idea Limited as per policy.			
# Management Allowance & Target Variable Pay, inclusive of statutory bonus, if any, applicable under statute.			
As discussed and agreed under your contract of employment with Vodafone Idea Limited, it is hereby confirmed			

that in the compensation package the employer contribution of the Provident Fund shall be paid only on the Basic wages as specified above. Accordingly, to enable you to avail more cash component in hand in CTC, for the retrials component as the PF contribution and deductions, only the basic wage is considered and no other allowances, payments made under your terms of employment should be treated for PF contribution / deduction purposes.

Regards,

Lovina Hariramani

Human Resources



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This message has been classified **C2 – Vodafone Idea Internal** by **Hariramani, Lovina (MAH), Vodafone Idea** on Tuesday, July 6, 2021 at 3:05:01 PM.

This E-Mail (including any attachments) may contain Confidential and/or legally privileged Information and is meant for the intended recipient(s) only. If you have received this e-mail in error and are not the intended recipient/s, kindly delete this e-mail immediately from your system. You are also hereby notified that any use, any form of reproduction, dissemination, copying, disclosure, modification, distribution and/or publication of this e-mail, its contents or its attachment/s other than by its intended recipient/s is strictly prohibited and may be construed unlawful. Internet Communications cannot be guaranteed to be secure or error-free as information could be delayed, intercepted, corrupted, lost, or may contain viruses. Vodafone Idea Limited does not accept any liability for any errors, omissions, viruses or computer shutdown (s) or any kind of disruption/denial of services if any experienced by any recipient as a result of this e-mail.

ESTC Branch  
2021 Batch

**Graduate Engineer Trainee Offer Letter**

Dear Shailesh Bansode,

**Congratulations!**

We are pleased to offer you an association with us as "**Graduate Engineer Trainee**".

The broad terms of your association is as provided herein. The detailed letter of association and terms and conditions will be shared with you on the day of your joining us as a Trainee.

Your initial training will be at **Mumbai**; though however, subsequently you may be transferred anywhere in India or other geographies as per the need and requirement of the company, if circumstances so necessitate to continue training on the same terms and conditions. During the pandemic as we are all currently operating out of home, you will also be expected to be **WFH** and will be intimated 1 week in advance on the need to be available at your base location of posting.

Your Training commencement date is **20-10-2021**. The training will be for a period of **one year** from the date of your association. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment wherein the absorption will be in the internal banding of Band-1; Grade-E2 level.

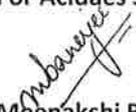
During your Training period of 12 months, you will be entitled to an Annual Total Remuneration (Cost to Company) of **INR 3,40,000 LPA** as a **Graduate Engineer Trainee**, which will include an Annual Performance Bonus of **INR 40,000** subject to submission of all B.Tech semesters' marksheets. The variable bonus is payable after completion of your 12 months' Trainee period. Please note that CTC details and compensation details are highly confidential and should not be discussed as a part of our Code of conduct in the organisation.

You will also be governed by the terms and conditions of the Graduate Engineer Trainee Appointment letter that will be provided at the time of joining and other Staff Rules, Regulations and Code of conduct as applicable to the Trainees from time to time.

We look forward to you becoming a part of our fast-paced and dedicated team that works together to fulfill the Company's Vision. We look forward to your joining and establishing a professional working relationship with us.

Yours Sincerely,

For Acidaes Solutions Pvt.Ltd.

  
Meenakshi Banerjee

Vice President – Human Resources

Annexure "A" (enclosed)



**ANNEXURE "A"**

**A. Training Period**

Your association will be effective from your joining date as Graduate Engineer Trainee i.e., **20-10-2021** and will end on **19-10-2022** subject to performance.

**B. Medical Test:**

Pre-employment medical test is a prerequisite of association to ensure healthy and safe working environment. On normalization of the pandemic situation, a medical check-up authorization letter will be shared with you by the Acidaes HR Executive and will need to be completed within 15 days of issuance.

**C. Submission of Documents:**

On the day of joining, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. The offer letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport and
7. One photocopy of Aadhaar card

**D. Letter of Appointment:**

This letter of offer shall be replaced by your appointment letter, on the date of joining after successfully completion of the training period.

Please treat all the information shared with you in this offer with complete confidentiality. Any official/unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions. If you need any help or clarifications, please feel free to contact us.

**For Acidaes Solutions Pvt Ltd**

**Meenakshi Banerjee**

**Vice President – Human Resources**

**Acidaes Solutions Pvt. Ltd.**

Global HQ: Unitech Infospace, Block B, Plot No.2, Tower 1, Ground Floor, Sector-62 Noida – 201309

Tel: (+91) 120 6784333, Fax: (+91) 120 6784334

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**Accelya (2021 batch) selections**

1 message

Fri, Mar 11, 2022 at 3:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Palvi Edake <palvi.edake@accelya.com>  
Date: Tue, Oct 26, 2021 at 5:36 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for Accelya (2021 batch)  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

Please find below the list of students who got selected for the campus drive.

Thank you for your cooperation.

Sr. no.	First Name	Last Name	Email Id	Personal Email Id	Mobile Number	Gender	College
1	Ashwin	Badole	ashwinbadole13@gmail.com	ashwinbadole13@gmail.com	8956674378	Male	MIT
2	Pranav	Ghadge	pranavghadge4000@gmail.com	pranavghadge4000@gmail.com	9767872913	Male	MIT
3	Shivam	chaubey	sachaubey@mitaoe.ac.in	schaubey0803@gmail.com	7972364730	Male	MIT
4	Aayush	Sharma	sharma2000aayush@gmail.com	sharma2000aayush@gmail.com	7004490583	Male	MIT
5	Ekansh	Singh	ekanshsingh10101@gmail.com	ekanshsingh10101@gmail.com	9926134567	Male	MIT
6	Shweta	Sable	sasable@mitaoe.ac.in	ss.shwetasable@gmail.com	7020765894	Female	MIT
7	gunjan	shellar	gsgunjan47@gmail.com	gsgunjan47@gmail.com	8237007080	Male	MIT
8	Hrushikesh	Bhamre	bhamrehrushikesh78@gmail.com	bhamrehrushikesh78@gmail.com	9552535014	Male	MIT
9	Shubhankar	CHAVAN	schavan@mitaoe.ac.in	shubhankarrajendrachavan@gmail.com	9309524208	Male	MIT

Regards,

Palvi Edake

Global Talent Acquisition

Accelya Group

M +91 9665792070

palvi.edake@accelya.com



**Accelya (2021 batch) selections**

1 message

Fri, Mar 11, 2022 at 3:10 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Palvi Edake &lt;palvi.edake@accelya.com&gt;

Date: Tue, Oct 26, 2021 at 5:36 PM

Subject: RE: MIT-WPU,Pune: List of interested students for Accelya (2021 batch)

To: MIT-WPU Engineering Placements &lt;engg.placements@mitwpu.edu.in&gt;

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Thank you for your cooperation.

Sr. no.	First Name	Last Name	Email Id	Personal Email Id	Mobile Number	Gender	College
1	Ashwin	Badole	ashwinbadole13@gmail.com	ashwinbadole13@gmail.com	8956674378	Male	MIT
2	Pranav	Ghadge	pranavghadge4000@gmail.com	pranavghadge4000@gmail.com	9767872913	Male	MIT
3	Shivam	chaubey	sachaubey@mitaoe.ac.in	schaubey0803@gmail.com	7972364730	Male	MIT
4	Aayush	Sharma	sharma2000aayush@gmail.com	sharma2000aayush@gmail.com	7004490583	Male	MIT
5	Ekansh	Singh	ekanshsingh10101@gmail.com	ekanshsingh10101@gmail.com	9926134567	Male	MIT
6	Shweta	Sable	sasable@mitaoe.ac.in	ss.shwetatable@gmail.com	7020765894	Female	MIT
7	gunjan	shellar	gsgunjan47@gmail.com	gsgunjan47@gmail.com	8237007080	Male	MIT
8	Hrushikesh	Bhamre	bhamrehrushikesh78@gmail.com	bhamrehrushikesh78@gmail.com	9552535014	Male	MIT
9	Shubhankar	CHAVAN	schavan@mitaoe.ac.in	shubhankarrajendrachavan@gmail.com	9309524208	Male	MIT

Regards,

Palvi Edake

Global Talent Acquisition

Accelya Group

M +91 9665792070

palvi.edake@accelya.com



## Contact

kajolvirulkar13@gmail.com

[www.linkedin.com/in/kajal-virulkar-ba5a68194](https://www.linkedin.com/in/kajal-virulkar-ba5a68194) (LinkedIn)

## Top Skills

Leadership

C++

Public Relations

# Kajal Virulkar

Academic Counselor | RISE - WPU | ThriveDX  
Pune

## Summary

I am an Electronics and telecommunication engineer, have undergone training in the fields of digital systems, electronics designing and microprocessor based circuit design. I am a strong team player, can work under pressure with minimal supervision, have a keen interest in Marketing and also have good command on technical and non technical skills which can be applied to any field of study.

---

## Experience

### RISE

Business Development Executive

February 2022 - Present (4 months)

Pune, Maharashtra, India

### EVTRIC MOTORS PVT LTD

Technical Intern

August 2021 - October 2021 (3 months)

Pune, Maharashtra, India

### Yashorath Electronic Systems

Project Intern

June 2019 - August 2019 (3 months)

Pune, Maharashtra, India

PCB design,

Eagle software,

PIC programming

Embedded C

### Sansoor shruti enterprises pvt.ltd.

Sales Marketing Coordinator

May 2018 - July 2018 (3 months)

Amravati, Maharashtra, India

NVN Empire Educare pvt. ltd.  
Commission Sales Associate  
June 2017 - December 2017 (7 months)  
Amravati, Maharashtra, India

build network,  
presentations,  
follow ups

---

## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor of Technology - BTech, Electrical, Electronics and Communications  
Engineering · (2018 - 2021)

Dr. Panjabrao deshमुख girls polytechnic, Amravati  
Diploma engineering , electronic and telecommunication engineering  
· (2015 - 2018)

New English high school, akola  
S.S.C, semi English · (2013 - 2015)

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Vikas Singh <vsingh@mitaoe.ac.in>

MIT Academy of Engineering

Fwd: (Survik Software Pvt Ltd\_Payroll)\_2022 batch  
1 message

Thu, Mar 10, 2022 at 4:54 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vsingh@mitaoe.ac.in>

----- Forwarded message -----  
From: <smita.gote@survik.com>  
Date: Tue, Feb 8, 2022 at 6:22 PM  
Subject: RE: MIT-WPU Pune - List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch  
To: Dr. Hemant Mali <hemant.mali@mhwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mhwpu.edu.in>

Hello Hemant Sir,

Two more candidates are selected for Amdocs and we are offering 4 00 LPA.

Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academics Aggregate Marks	Resume Link	Interview Status	Joined
0220180068	Vipul	Vikas	Bhaware	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Male	06-10-1996	vvbhaware@mitaoe.ac.in	7620400432	57.80	NA	69.53	6.780	Click to download resume	Selected	
S1032171576	Ayushman	Bhikhan	Yadav	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	18-10-1999	www.ayushnija@gmail.com	9304278471	75.00	6.10	NA	6.180	Click to download resume	Selected	

From: smita.gote@survik.com <smita.gote@survik.com>  
Sent: 31 January 2022 13:38  
To: Dr. Hemant Mali <hemant.mali@mhwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mhwpu.edu.in>  
Subject: RE: MIT-WPU Pune - List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch

Hello Hemant Sir,

Below Candidates are selected for Amdocs and we are offering 4 00 LPA.

Now starting documentation process

Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academics Aggregate Marks	Resume Link
0120170784	Sayali	Kantakar	Shingde	B.E	Electronics Engineering (ETX)	MITAOE	Female	05-07-1999	skshingde@mitaoe.ac.in	7787921501	92.80	75.00	NA	6.050	Click to download resume
1032171543	Yuvraj	Rajendra	Bhagal	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	02-12-1998	yuvraj.bhagal100@gmail.com	9850178714	85.60	80.00	NA	7.540	Click to download resume
1032181549	Nachiket	Sachin	Deshpande	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	08-07-1967	nachiketsdeshpande68@gmail.com	9850758854	78.00	NA	60.00	7.400	Click to download resume
0220180153	Yogesh	Shankrushna	Sambare	B.E	Electronics Engineering (ETX)	MITAOE	Male	27-06-1996	ysambare@mitaoe.ac.in	9022395264	81.20	NA	62.20	7.360	Click to download resume
1032171594	Saurabh	NA	Raj	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	13-01-1999	souravraj08@gmail.com	7004787550	78.80	60.00	NA	7.250	Click to download resume
0220180132	Chhaya	Shivam	Kolekar	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Female	23-01-1996	cskolakar@mitaoe.ac.in	9373215683	90.40	NA	77.06	7.070	Click to download resume

Thanks & Regards  
Smita Gote  
Lead -Recruitment  
Mob No : 9978756628  
Email : smita.gote@survik.com



(268)  
Vikas Singh <vssingh@mitaoe.ac.in>

MIT Academy of Engineering

Fwd: (Survik Software Pvt Ltd\_Payroll)\_2022 batch

Thu, Mar 10, 2022 at 4:54 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

----- Forwarded message -----  
From: <smita.gole@survik.com>  
Date: Tue, Feb 8, 2022 at 6:22 PM  
Subject: RE: MIT-WPU Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <eng.placements@mitwpu.edu.in>

Hello Hemant Sir,

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0220180068	Vipul	Vikas	Bhaware	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Male	06-10-1999	vvbhaware@mitaoe.ac.in	7620400432	57.60	NA	69.53	6.780	Click to download resume	Selected	
S1032171576	Ayushman	Bhachan	Yadav	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	18-10-1999	www.ayushninja@gmail.com	9304278471	75.00	6.10	NA	6.180	Click to download resume	Selected	

From: smita.gole@survik.com <smita.gole@survik.com>  
Sent: 31 January 2022 13:38  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <eng.placements@mitwpu.edu.in>  
Subject: RE: MIT-WPU Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch

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0120170264	Sayak	Kamakar	Shingde	B.E.	Electronics Engineering (ETX)	MITAOE	Female	06-07-1999	skshingde@mitaoe.ac.in	7767821301	92.60	75.00	NA	8.050	Click to download resume
1032171543	Yuvraj	Rajendra	Bhagal	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	02-12-1998	yuvraj.bhagal100@gmail.com	9850178214	85.60	60.00	NA	7.540	Click to download resume
1032181549	Nachiket	Sochin	Deshpande	B.Tech.	Electronics & Communication Engineering	MIT - WPU	Male	06-07-1997	nachiketsdeshpande86@gmail.com	9850758654	78.00	NA	60.00	7.400	Click to download resume
0220180153	Yogesh	Shrikrushna	Sambare	B.E	Electronics Engineering (ETX)	MITAOE	Male	27-06-1999	ysambare@mitaoe.ac.in	9022395264	81.20	NA	62.20	7.360	Click to download resume
1032171594	Saurebh	NA	Raj	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	13-01-1999	souravraj3@gmail.com	7004787950	78.80	60.00	NA	7.250	Click to download resume
0220180132	Chhaya	Shivram	Kivakar	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Female	23-01-1999	cskolekar@mitaoe.ac.in	9373215883	90.40	NA	77.06	7.070	Click to download resume

Thanks & Regards  
Smita Gole  
Lead Recruitment  
Mob No : 9876786628  
Email : smita.gole@survik.com





19-Apr-2021

Dear Durgesh Kolte,  
B.Tech/B.E., Electronics and Electrical Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967460**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

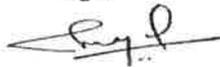
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Durgesh Kolte

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



21-Mar-2021

Dear Sayali Shingde,  
B.Tech/B.E., Electronics and Electrical Engineering  
Maharashtra Institute of Technology,Pune

Candidate ID – 14967983

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

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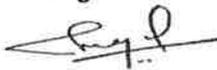
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Yours sincerely,

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Maya Sreekumar

**Vice President – Human Resources**

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271

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

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Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
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45K
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32K

	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861077758	1032170943	14967543	Alabhya	Prajwal	prajwalalabhya1711@gmail.com	9130250490	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861455899	1032171552	14967563	Anand	Mahajan	anandmahajan222@gmail.com	7722032217	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861712112	1032171099	14967575	Anrudhda	Deore	anirudhdadeore7@gmail.com	8788541807	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861767600	1032170824	14967473	Anshul	Aggarwal	aggarwalanshu08@gmail.com	9079616822	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861126322	0120170036	14967460	Durgesh	Kote	17dk.durgesh@gmail.com	7208272372	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861907611	1032171112	14967735	Janak	Kulkarni	janakjulkarni@gmail.com	8087478810	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861168980	1032170839	14967561	Jayanti	Mulay	jayantimulay@gmail.com	8087096367	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861212001	1032182001	14967355	Mrunal	Jadhav	jadhavmrunal1607@gmail.com	9881620603	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861489367	1032170884	14967869	Pooja	Dharmani	dharmanipooja4@gmail.com	9098390732	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861391257	1032170616	14967932	Romit	Ganjoo	romitganjoo@gmail.com	8899453684	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861071912	1032171102	14967966	Sanket	Yadav	yadavsanket83@gmail.com	8888806923	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861251944	0120170264	14967983	Sayali	Shingde	sayaliksingde@gmail.com	8788572046	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861160405	0120170083	14968069	Siddharth	Mangave	sidmangave26@gmail.com	9881447270	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861029667	0120170108	14968084	Sumit	Suryawanshi	sumits1932000@gmail.com	9657736087	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861848014	1032170068	14968030	Tejas	Pattnikar	tejaspattnikar1201@gmail.com	9881485955	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune

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Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant®

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12441861071912	1032171102	Sanket	Yadav	yadavsanket83@gmail.com	8888806923	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861251944	0120170264	Sayali	Shingde	sayalkshingde@gmail.com	8788572046	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861160405	0120170083	Siddharth	Mangave	siddhanganave26@gmail.com	9881447270	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861029687	0120170108	Sumit	Suryawanshi	sumits1932000@gmail.com	9657736087	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune
12441861848014	1032170068	Tejas	Patnrkar	tejaspatnrkar1201@gmail.com	9881485955	B.Tech/B.E.	Electronics And Electrical E	Maharashtra Institute of Technology,Pune

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from: **Pooja Khurana** <Pooja.Khurana@coforgetech.com>  
to: Lokesh Chawla <chawla.lokesh@mitaoe.ac.in>  
date: Jan 18, 2021, 1:48 PM  
subject: RE: MIT - Online test Result  
mailed- coforgetech.com  
by:  
signed- coforgetech.com  
by:  
security: Standard encryption (TLS) [Learn more](#)

Hello Lokesh ,

The below 21 candidates have been selected at Coforge ! Kindly block them.

Name Of the Candidate	Email	Mobile No.
Ankita Kumari	ankita-kumari@mitaoe.ac.in	9110190351
Abhijeet Sunil Jadhav	abhijadhav@mitaoe.ac.in	7030100044
Roshani Mohan Nidhore	roshaninidhore29@gmail.com	8605827195
Swapnil Sagar	swapnil.swapnil.sagar946@gmail.com	8092288373
Vaishnavi Pingale	vrpingale@mitaoe.ac.in	8600849616
✓ PATEL DEEP NILESHBHAI	dnpatel@mitaoe.ac.in	8849767898
Shreya Babar	sibabar@mitaoe.ac.in	7757894414
✓ Monika Lokhande	monikaslokhande@gmail.com	9373279478
Gaurav Medhane	gmedhane@mitaoe.ac.in	8669740166
Pallabi Mandal	mandalpallabi1999@gmail.com	9.18825E+11
Shubhra Patre	Shubhrapatre7@gmail.com	7756090178
Prince Raj	99princeraj@gmail.com	8875830060
Tushar Chaudhari	tushar.c8942@gmail.com	9588454481
Apurva Shrivastava	ashrivaatava306@gmail.com	7303251043
Shubham Mishra	shubh123bham@gmail.com	8668973417
Amar Nagargoje	amardnagargoje@gmail.com	9637844377
Deepika Saikia	sparshaikia@gmail.com	8721026704
Monti Patel	montipatel1997@gmail.com	8987572733
Rushikesh Jadhav	justjadhav.1.9.9.8@gmail.com	9763580186
Vraj Shah	shahvraj225@gmail.com	9822319639
Pratik Rameshwar Shende	prshende@mitaoe.ac.in	9834766015

Thanks.

Regards,  
Pooja Khurana Sehgal

**Coforge Limited**  
(Erstwhile NIIT Technologies Limited)  
[www.coforgetech.com](http://www.coforgetech.com)

**Fwd: HCL Technologies: Campus Selection**

1 message

Wed, Mar 2, 2022 at 3:14 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Wed, May 5, 2021 at 10:28 AM  
 Subject: HCL Technologies: Campus Selection  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dasloorkar Head Corporate Relation - MITAOE <dastloorkarp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

HCL Technologies has selected one student of MITAOE - Sanket Jaykar Yadav (B.Tech Electronics, 2021 batch) from the campus recruitment process. Remuneration offered by the company is Rs. 4.75 Lacs per annum CTC. Forwarding herewith the confirmation mail received from the company for reference.

In addition to this, the company has also extended **conditional offers** to the following students. HCL will Process the onboarding of the below students only if they meet criteria of 75% throughout in academics (10<sup>th</sup>, 12<sup>th</sup>/Diploma & Graduation) & no standing Backlogs post completion of their degree course.

1. Akshata Rasure - E & TC
2. Anshul Choudhary - Electronics
3. Rushabh Bokade - Computer

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Ketan Arora <KetanA@hcl.com>  
 Date: Tue, May 4, 2021 at 7:30 PM  
 Subject: RE: HCL || Dr. Vishwanath Karad MIT World Peace University || Virtual Campus Drive-April 2021  
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
 Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Dr. Hemant,

Below students are meeting criteria of 75% throughout, please communicate students on their selection with HCL.

Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Official Email	10th - Aggregate Marks	12th - Aggregate Marks	Engineering Agg CGPA
1032170766	Aditya	NA	Kastwar	B. Tech.	Electronics & Communication Engineering	aditya.kastwar3@gmail.com	83.60	78.40	9.120
1032170131	Akhilesh	NA	Jaiswal	B. Tech.	Computer Science & Engineering	akhijaiswal786@gmail.com	89.50	76.00	9.547
1032170371	Hrushikesh	Umesh	Salunkhe	B. Tech.	Computer Science & Engineering	salunkhehrushi1@gmail.com	88.60	77.38	8.956
1032170440	Mohammed Saad	Rafik	Kasu	B. Tech.	Electronics & Communication Engineering	saadleokasu@gmail.com	89.16	82.78	9.230
1032170429	Sandesh	Manish	Kontamwar	B. Tech.	Electronics & Communication Engineering	sandeshmk15@gmail.com	91.00	77.87	8.751
0120170016	Sanket	Jaykar	Yadav	B.E.	Electronics Engineering (ETX)	siyadav@mitaoe.ac.in	95.80	86.62	8.720
1032171368	Saurabh	NA	Loya	B. Tech.	Computer Science & Engineering	s.loya21@gmail.com	91.80	81.23	9.447
1032170315	Shankar	NA	Mhamane	B. Tech.	Computer Science & Engineering	shankarmhamane007@gmail.com	97.00	79.69	8.930

**Important Points:**

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note: Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10<sup>th</sup>, 12<sup>th</sup>/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2021 & Specialization in CSE/Circuit Branches only.

Thanks,

Ketan Arora  
 HCL Technologies Ltd.  
 www.hcltech.com

www.hcl.com/

**HCL**

**Fwd: Ericsson India : Campus selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:11 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Tue, May 25, 2021 at 1:05 PM  
 Subject: Ericsson India : Campus selections  
 To: R Mathew <dir.rmp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Ericsson India has selected the following 2021 batch students of MITAOE, from the campus recruitment process:

1. Geeta Salve - B.Tech E &TC
2. Rohit Hivare - B.Tech E&TC
3. Rushikesh Wani - B.Tech Electronics

Remuneration offered by the company is Rs.3.74 Lacs per annum.  
 Forwarding herewith the communication received from company for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Arunima Sharma <arunima.sharma@ericsson.com>  
 Date: Tue, May 25, 2021 at 9:52 AM  
 Subject: RE: Ericsson Technical Interview Schedule - 13 May'21  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: aman.kr2615@gmail.com <aman.kr2615@gmail.com>, sskottawar@mitaoe.ac.in <sskottawar@mitaoe.ac.in>, rwwani@mitaoe.ac.in <rwwani@mitaoe.ac.in>, gssalve@mitaoe.ac.in <gssalve@mitaoe.ac.in>, shetekunal22@gmail.com <shetekunal22@gmail.com>, rshivare@mitaoe.ac.in <rshivare@mitaoe.ac.in>, 2012shreyasbedekar@gmail.com <2012shreyasbedekar@gmail.com>, shrpeace123@gmail.com <shrpeace123@gmail.com>, Shubham Pandey A <shubham.a.pandey@ericsson.com>, Supriya Paigude <supriya.paigude@mitwpu.edu.in>

Dear Sir,

Thank you for your support throughout. We would like to go ahead with below list of candidates &amp; offer Internship + FTE. Kindly confirm the same to the students.

Name	Gender	Date of Birth	Mobile	Email	Roll Number	Branch, Degree	College Name
Rushikesh Wani	Male	15-Sep-1999	+91 9096743378	rwwani@mitaoe.ac.in	0120170145	Electronics, B.Tech	MITWPU
Gatha Salish Salve	Female	20-Jun-1998	+91 9503380636	gssalve@mitaoe.ac.in	220180259	E&TC, B.Tech	MITWPU
Rohit Sambhaji Hivare	Male	12-Oct-1999	+91 7218066218	rshivare@mitaoe.ac.in	120170232	Electronics and Telecommunication, B.Tech	MITWPU
Shraddha Rajkumar Kamble	Female	12-Aug-1995	+91 8390902802	shrpeace123@gmail.com	1032181391	Computer Science, B.Tech	MITWPU

Regards,

Arunima



Arunima Sharma  
 HR Team - Campus  
 arunima.sharma@ericsson.com

Ericsson is you, me, us. Embrace our Diversity  
 Diversity and Inclusion Awareness Month  
 #DIAM2020

Our commitment to Technology for Good and Diversity and Inclusion contributes to positive change.  
 Follow us on: Facebook LinkedIn Twitter



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**KANINI**

*Excellence Redefined*

**27-May-21**

**Provisional Letter of Employment**

Dear **Apurva Dhok**,

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Consequent to your application and the subsequent discussions you had with us, we are pleased to offer you a Provisional appointment for the position of **Trainee Associate**. A detailed offer letter describing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of pre-employment activities.

Your annual cost to the company would be **INR 4,00,000**. A breakup of this would be provided along with your offer letter.

This offer is contingent upon the successful completion of a background check verification of education, acceptance and signing of the employment agreement. Prior to your first day of employment, you will need to complete the "onboarding process" in a working day. We will keep you informed about your date of joining through email upon completion of pre-employment activities.

We would appreciate your confirmed acceptance of this offer by sharing the signed and scanned copy with us.

Looking forward to your joining with our "Winning Team".

With best wishes,

Yours sincerely,

For **KANINI Software Solutions**,



**Indu Mohan**  
Assistant Manager – HR

Apurva Dhok

01/06/2021

## Contact

[www.linkedin.com/in/nikhil-pawar-851a27ba](https://www.linkedin.com/in/nikhil-pawar-851a27ba) (LinkedIn)  
[gmailly.com/](https://gmailly.com/) (Blog)

## Top Skills

Python

C++

Java

## Languages

Hindi

Marathi

English (Professional Working)

# Nikhil Pawar

Project Development Engineer  
Bengaluru

## Summary

Looking for an opportunity to work in creatively challenging environment and utilize my technical abilities and skills towards achieving the goals of the organization, Which challenges me and provides me opportunity to expand my learning and utilizing my ability to help the organization at best level.

---

## Experience

### Intel Corporation

Project Development Engineer  
August 2021 - Present (10 months)  
Bengaluru, Karnataka, India

### Wipro Technologies

Project Engineer  
August 2021 - Present (10 months)  
Karnataka, India

### iNetSys Consulting Inc.

Intern  
March 2020 - May 2020 (3 months)  
India

A iNet Service with following functionalities :

- Key Skills : Servers, WiFi, Optical Fiber, Connections, Testing, Teamwork, Antenna, Receiver, Router Configuration.

### Joister Infoserve Private Limited

Intern  
May 2019 - July 2019 (3 months)  
India

A Joister Service with following functionalities :

- Key Skills : Router Configuration, Antenna, Receiver, Testing, Data Managing system.

Vishay Intertechnology, Inc.

Apprentice

January 2017 - April 2017 (4 months)

Pune Area, India

A apprentice with the following functionalities :

- PCB Design
- PCB Layout
- Components
- Components Info

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## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Electronics Engineering · (September 2018 - January 2021)

Karmaveer Bhaurao Patil College of Engineering and Polytechnic

Diploma of Education, Electronics and Telecommunication · (January 2014 - September 2017)

(278)



**Aura Semiconductor Private Limited**

RMZ Eco world SEZ, Building 1, East Wing,  
Devarabeesanahalli, Outer Ring Road  
Bangalore – 560103, Karnataka, India  
Ph: +91 80 49078400 | www.aurasemi.com

**Name: Yash Pamnani**

15<sup>th</sup> June 2021.

Address: Bangalore

**Individual Consultant - Offer Letter**

Dear Yash,

We are pleased to offer you employment with Aura Semiconductor, with the following terms & conditions:

- Title: Digital Verification - Trainee
- **Date of Joining: Thursday, 1<sup>st</sup> July 2021.**
- Contract duration: 6 months
- Cost to Company of INR 3,00,000/- (Rupees three lakhs) for the 6-month period and is paid monthly (INR 50,000/- Rupees Fifty Thousand).
- Taxes and employee's provident fund contribution will be withheld at source.
- A detailed Appointment Letter, outlining the terms and conditions of your employment will be issued to you only on your joining our organization as Full time Employee.
- This Consultancy offer will be reviewed at the end of the 5-month period & intimated to you if any changes.

You are required to submit proof of last drawn compensation details (if any), release letter from the organization that you are currently employed with, two passport size photographs, photocopies of educational certificates as well as proof of identity, residence and age, within 15 days upon joining our organization (if applicable)

The last date of acceptance of the offer is 17<sup>th</sup> June 2021. Kindly date and sign all pages of the offer letter in token of your acceptance of the above offer of employment and return one set to us.



**Aura Semiconductor Private Limited**

RMZ Eco world SEZ, Building 1, East Wing,  
Devarabeesanahalli, Outer Ring Road  
Bangalore – 560103, Karnataka, India  
Ph: +91 80 49078400 | www.aurasemi.com

Aura Semiconductor strives to provide an Opportunity to Excel to all its employees.

We are certain that you will find interesting challenges, a satisfactory work environment and an opportunity to grow in your career with our Company.

For Aura Semiconductor Pvt Ltd.,

  
Padmanabhan Sathya  
Head – HR & Operations



**Padmanabhan. Sathya**  
**Head – HR & Operations**

## ACCEPTANCE

I accept the above mentioned terms and conditions of service as outlined in this contract.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*(\*\*As per above signed on acceptance, I confirm that I will be joining the company on the discussed/agreed upon date and I will not use this Offer to negotiate/compare with other companies.)*



**Name: Yash Pamnani**

15<sup>th</sup> June 2021.

Address: Bangalore

**Individual Consultant - Offer Letter**

Dear Yash,

We are pleased to offer you employment with Aura Semiconductor, with the following terms & conditions:

- Title: Digital Verification - Trainee
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You are required to submit proof of last drawn compensation details (if any), release letter from the organization that you are currently employed with, two passport size photographs, photocopies of educational certificates as well as proof of identity, residence and age, within 15 days upon joining our organization (if applicable)

The last date of acceptance of the offer is 17<sup>th</sup> June 2021. Kindly date and sign all pages of the offer letter in token of your acceptance of the above offer of employment and return one set to us.

ETX Branch  
2021 Batch

**Aura Semiconductor Private Limited**



RMZ Eco world SEZ, Building 1, East Wing,  
Devarabeesanahalli, Outer Ring Road  
Bangalore – 560103, Karnataka, India  
Ph: +91 80 49078400 | www.aurasemi.com

Aura Semiconductor strives to provide an Opportunity to Excel to all its employees.

We are certain that you will find interesting challenges, a satisfactory work environment and an opportunity to grow in your career with our Company.

For Aura Semiconductor Pvt Ltd.,

  
Padmanabhan. Sathya  
Head – HR & Operations



**Padmanabhan. Sathya**  
**Head – HR & Operations**

**ACCEPTANCE**

I accept the above mentioned terms and conditions of service as outlined in this contract.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*(\*\*As per above signed on acceptance, I confirm that I will be joining the company on the discussed/agreed upon date and I will not use this Offer to negotiate/compare with other companies.)*



Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1, Dighi, Bhosari Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

Date:- 29<sup>th</sup> June 2021

To,

Kshitija Randive

**Appointment letter**

Dear Kshitija,

Thank you for investing your time to pursue an opportunity with **Macfos Pvt Ltd**. We are delighted in offering you an employment opportunity as **Embedded Engineer & Technical Consultant** at our company. Your appointment becomes effective from the date of joining the services of the company, subjected to the terms and conditions contained in this letter, the policies of the company in force, and the ammendments made from time to time.

**A. APPOINTMENT:**

- 1. This appointment letter is valid only upon joining the company on or before **02nd July 2021**. Following are the details of your employment.

**a) Designation :- Embedded Engineer & Technical Consultant**

**b) Cost To Company:- Rs. 2,07,567/- Per annum.**

- 2. Your salary benefits and level of earnings are absolutely personal which is purely based on your academic background, experience, potential and competence as assessed by the company. As such comparison between indivisual employees is invidious, and such information is stricly confidential to you.
- 3. You will be posted at our office in Pune.

**B. RESPONSIBILITIES:**

- 1. During your course of employment with the company, you will be governed by various rules, regulations and policies as stated more specifically in this appointment letter. All company rules, regulations, policies and amendments as framed by the management from time to time, shall be applicable to you or any other such legal provisions as may be applicable.
- 2. You are expected to give the company your best efforts, time and commitment. You are explicitly advised to refrain from any such activities, whether for monetary or any other considerations, or as may be in our opinion, a hindrance to your performance.



Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1, Dighi, Bhosari  
Alandi Road, Pune – 411015  
Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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3. You are, by virtue of employment with the company, required to perform all the tasks and activities related to your job profile. Similarly you may be asked to perform any other job, tasks or activities within your competence depending upon the situations.
4. Your appointment shall be a full time job and you will not at any time directly or indirectly engage in any other activities, paid occupation, honorary service or business outside the company without prior permission or consent.
5. You are not to interest yourself to do training on your own accord, without consent or approval from the company. Breach of any of the above conditions will render you liable towards termination of your employment with notice.

**C. TRAINING:**

1. In pursuit to hone and improve your skills, you may be required to be trained technically or otherwise. This may require the company to provide training in-house or either send you outside the company, based on the terms and conditions mutually agreed before the commencement of such training.

**D. PROBATION:**

1. You will be on probation for a period of Six (06) months from the date of your appointment or joining the services of the company. On successful completion of the probation period you will be eligible for a Health Insurance cover by the company and your employment will be regularised.

**E. LEAVE POLICY:**

1. You will be entitled for leave as per the Company's Standard Policy. The Management has the authority to change the leave policy as and when required, or as it feels necessary.
2. During the probation period (6 months) you are eligible for 06 days of paid leaves. After confirmation and successful completion of the probation period, you will be granted remaining leaves for the year on pro-rata basis.
3. You are entitled for 22 days of paid leaves in a Calendar Year, other than company holidays.
4. Should you remain absent from work, without any reasonable explanation, for more than seven (07) consecutive days, then it will be presumed that you are no longer interested in working for the company and have abandoned its services, there-by terminating your employment.



Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1, Dighi, Bhosari  
Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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5. If you take leaves for 02 or more consecutive days, based on medical grounds then you are strictly required to submit a **Medical Certificate** from a **Certified Medical Practitioner**.

**F. HOLIDAYS:**

1. The Company follows annual Indian Calendar Holidays. The Company has the right to declare or announce holidays as per the Standard Company Policy.
2. You will be entitled for all official holidays as announced by the management of the company in a calendar year.

**G. TERMINATION/SEPERATION:**

1. Employment can be terminated by either employee or company by giving 1 months' notice period in writing of its intensions to do so. An employee is expected to serve full duration of the notice period to facilitate a proper hand over of responsibilities and to complete any important projects in hand or to be delivered urgently.
2. In exceptional cases, based on the company's discretion, an employee may be permitted to be relieved early by tendering a notice pay calculated as monthly pay divided by 30 and multiplied by number of days of shortfall in the notice period. But if the exigencies of work required so, **Macfos Pvt Ltd**, may not relieve you earlier than the expiry of the entitled notice period.
3. In event of any breach in the terms and conditions of your employment, service conditions and rules, the company reserves the right to claim damages from you, and/or the right to terminate your services without any notice.
4. Your employment is substantially based on information, testimonials and documents submitted by you, at the time of joining the company or may be called upon to do so subsequently.
5. The company shall within its rights verify the correctness of such information at any time, now or in the near future. If found at any stage that the information provided by you is incorrect or suppressed, then the company reserves the right to terminate your services without any notice.
6. Your appointment is subjected to favorable background check and screening. The management shall terminate your services forthwith at its discretion, in case of any adverse report during background check or in case any information is found to be concealed, false or misleading.



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Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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7. Your services are liable to be terminated without any notice in case while in employment you are involved in any act of immoral behavior.
8. You will be solely responsible for any company property assigned to you, during your employment to discharge your duties. Loss of any item would be recovered from you or as the company may deem appropriate. On ceasing to be in employment with the company for any reasons, you shall promptly settle all accounts including the return of all company properties, tools, equipment's and documents without retaining any copies of the same.

#### H. RETIREMENT:

1. You will retire in the normal course from the services of the Company on attaining the age of Superannuation, which is at the end of the month following your **58<sup>th</sup>** birthday.
2. You shall however, during your course of employment be fit medically for the work for which you have been employed. As to whether an employee is medically fit, is an issue, which will be professionally determined by the company, and the employee shall be bound by such determination. You will accordingly undergo periodic medical examination as and when intimated to you by the company.

#### I. DOCUMENTATION:

You are required to submit to us the below mentioned documents at the time of your joining. (Kindly get the original copies for reference)

1. **Adhaar and PAN Xerox copies at the time of joining. (The Adhaar card must have Date of birth in dd/mm/yy format. If it only has year of birth, kindly get it updated as it is very important for joining/PF/Insurance related formalities)**
2. Experience certificates and Relieving letters of all previous employers.
3. Xerox copies of educational qualifications - self attested.
4. A Cancelled Cheque/Pass-Book (Account holder's information details page) of your saving's bank account so that salary can be transferred every month. (If you don't have cheque, then please write clearly your bank account details on a page and bring the same on the date of joining.)



# MACFOS PRIVATE LIMITED

Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1, Dighi, Bhosari  
Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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## J. ACCEPTANCE:

You are requested to affix your signature on the duplicate copy of this letter and on annexure I & II attached, confirming your acceptance to the terms and conditions of employment with the company and return it to the HR.

We take pleasure in welcoming you to our organization and look forward to a long term association with the company. Welcome to Robu.in.

Thanking you,

For **MacfoS Pvt Ltd**,

**Human Resources**

---

I agree to accept employment on the above mentioned terms and conditions. I will report for duty on or before **02nd July 2021**

Sign: - \_\_\_\_\_

**Kshitija Randive.**



Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1, Dighi, Bhosari  
Alandi Road, Pune – 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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## ANNEXURE-I

### SERVICE TERMS & CONDITIONS

1. There shall be exceptions and flexibility with respect to working hours, Leaves and holidays for accommodating the needs of customers, as per project requirements and for those interfacing with the customers.
2. The management has the authority to change your working hours as per the need and exigencies of work. Similarly your weekly offs shall also be flexible and shall subject to change as per the need and exigencies of work.
3. On joining the services of the Company, a formal agreement with effect to non-disclosure of confidential information and intellectual property etc., shall be executed by you. During your term of employment with the company, without prior permission of the Company in writing, you shall not publish or cause to be published by any publication or contribute any article or review to any newspaper, magazine or any other source whether for remuneration or otherwise, on a subject in any way related to or concerning about the Company's business, services, products, strategies or policies.
4. If, during the period of employment with us, you accomplish any inventions, process improvements, operational improvements or any other innovations, likely to result in more efficient and smooth functioning of operations, then the Company shall be entitled to utilize and exploit such improvements, and such rights shall stand to be automatically transferred to the Company for the purpose of seeking any patents in respect thereof or for any other purpose. All the systems or projects developed by you during the period of employment shall be the exclusive property of the Company.
5. You are to strictly treat the affairs of the Company and its customers to whom you may be cognizant, particularly the products, quotations, specifications, trade secrets, systems, procedures and any other policy or information as "**Confidential**".
6. During the period of your employment, you shall observe secrecy in respect to any information of whatever nature be it technical, trade, business data, information or systems, existing or newly developed programs, software's or any other innovations made by you or which you may acquire or come to your knowledge during your employment.



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7. You shall assign all the rights and interests of any inventions, improvements, designs, software developments or any other innovations, made by you solely or in a group while in employment, to the Company. You shall perform all such acts or execute documents without any consideration, for securing the patent, design, copyright, trade mark or creation of title in the name of the Company in relation to any products or services arising out of inventions, improvements or development as stated above.
8. You shall always endeavor to upgrade your skills, knowledge, and expertise from time to time and shall not refuse to undergo training or skill development programs undertaken or directed by the Company for improvement and upgradation of skills, performance or any other such training necessary for the growth of the Company.
9. Upon leaving the employment you shall return forthwith all the company properties, documents drawings, designs, programs, data in whatever form, hardware, software, records, etc. belonging to the Company or its associates, subsidiaries, clients or customers.
10. If at any time , whether during or after your association with us, any dispute arises between you and/or your legal heirs and representatives on one hand and ourselves and/or our assignees and/or successors on the other, whether regarding interpretation and/or legal effect of all or any of the terms of this agreement and/or whether or not any breach of it was or is committed by either of us and whether or not the said agreement or any of its terms are reasonable and/or regarding nature, type, content, extent and/or quantum of relief , all and every one of them shall be settled by Conciliation and Binding Arbitration at Pune under the Indian Arbitration & conciliation act by the sole arbitrator appointed by the Company having jurisdiction at Pune, and further that you shall not be entitled to take any of the disputes to any other place and/or to any Civil Court.

I have read and understood all the terms and conditions and accept them fully.

Sign: \_\_\_\_\_

**Kshitija Randive.**



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Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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## ANNEXURE-II

### NON-DISCLOSURE & CONFIDENTIALITY AGREEMENT

In consideration of my employment, its continuation and/or other considerations that I have received or will receive in connection with my employment by **MACFOS PVT LTD** or by any of its affiliates, subsidiaries or partnerships I **hereby agree**:

1. To promptly disclose to **MACFOS PVT LTD** any or all discoveries, inventions, improvements and expression of ideas that I may create or conceive, either solely or jointly with others, while in the employment of **MACFOS PVT LTD** related to any products, services, manufacturing process, equipment's or business of the Company or related to any need or development of **MACFOS PVT LTD**, until and unless otherwise agreed in writing by the Company, in expression of ideas or original work of authorship fixed in any tangible form and prepared by me, either solely or jointly with others, during the period and within the scope of my employment with **MACFOS PVT LTD** shall be deemed as "**Work made for hire**" under the copyright laws and shall be owned by **MACFOS PVT LTD**. I understand that any assignment or release of such work can be made only by the Company. I will do everything necessary to enable **MACFOS PVT LTD** to protect its rights in such work. All such discoveries, inventions, improvements and expression of ideas shall be the rightful property of **MACFOS PVT LTD**. However, this agreement shall not apply to a discovery, invention, improvement or expression of idea for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time and (1) which does not relate (a) to the business of **MACFOS PVT LTD** or (b) to **MACFOS PVT LTD**'s actual or demonstrably anticipated research or development, or (2) which does not relate from any work performed by me or the Company.
2. To promptly execute applications, registrations, assignments and any other papers related to all such discoveries, inventions, improvements and expression of ideas as may be desired by the Company whether or not I am then in the employment of **MACFOS PVT LTD** in order to secure, fully protect and preserve for **MACFOS PVT LTD** all rights, titles and interests in such discoveries, inventions, improvements and expressions of ideas and to obtain Patents or Registrations; and I further agree to give testimony as to fact within my knowledge in connection with any such discoveries, inventions, improvements and expressions of ideas, or any litigation or controversy related there-to, it being understood that **MACFOS PVT LTD** shall bear all reasonable expenses in connection with the foregoing. During the course of my employment, I will maintain records and render assistance as required by the Company in connection with the objectives described in this clause.



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Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

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3. To not to disclose or misappropriate or at any time use either during or subsequent to my employment, except as required in my duties to **MACFOS PVT LTD**, any confidential information or information which has been entrusted to **MACFOS PVT LTD** and which I have learned of in the course of my employment, whether or not developed by me. It is understood that "**Confidential Information**" means technical or business information that is generally not available to the public. Further, I agree not to disclose or use on behalf of **MACFOS PVT LTD** any confidential information to my former employer or to any other party unless duly authorized.
4. To deliver to **MACFOS PVT LTD** upon termination of my employment or at any time upon the request of the Company all property of **MACFOS PVT LTD** including all written materials and other tangible objects, including copies made or compiled by me or made available to me in the course of my employment.

This agreement shall be legally binding upon my heirs, executors and administrators and may be transferred by **MACFOS PVT LTD** to any of its successors and/or assignees.

Executed at: \_\_\_\_\_

This \_\_\_\_\_ of \_\_\_\_\_, \_\_\_\_\_ Employee Name: \_\_\_\_\_  
Day Month Year

Hire Date: \_\_\_\_\_ Employee Signature: \_\_\_\_\_

Witness Name: \_\_\_\_\_ Witness Signature: \_\_\_\_\_

ETX - Branch

2021 Batch



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Alandi Road, Pune - 411015

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**SALARY BREAK-UP SLIP**

Name: Kshitija Randive		
Designation: Embedded Engineer & Technical Consultant		
Compensation Break-up		
Components	Annual	Monthly
Basic Salary	98400	8200
Home rent allowance (HRA)	49200	4100
Statutory Allowance (SA)	7473	623
Leave Travel Allowance	19719	1643
<b>Gross Salary-A</b>	<b>174792</b>	<b>14566</b>
Employer's Contribution		
PF	16327	1361
ESIC	5681	473
Health Insurance	6036	503
Gratuity	4731	394
<b>Subtotal-B</b>	<b>32775</b>	<b>2731</b>
<b>CTC A+B</b>	<b>207567</b>	<b>17297</b>
Employee's Contribution		
PF	15071	1256
Prof. Tax	2400	200
ESIC	1311	109
<b>Ded. from Gross Salary</b>	<b>18782</b>	<b>1565</b>
<b>Net Take Home salary</b>	<b>156010</b>	<b>13001</b>

HR Personnel

Kshitija Randive

## Contact

[www.linkedin.com/in/anshul-choudhary-34aba1162](https://www.linkedin.com/in/anshul-choudhary-34aba1162) (LinkedIn)

## Top Skills

VLSI CAD

Project Management

Engineering

## Certifications

Java Basics

# Anshul Choudhary

Junior QA Engineer at Netcracker Technology  
Pune

## Summary

Passionate about working in new technologies and always eager to learn new things

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## Experience

Netcracker Technology  
Junior QA Engineer  
July 2021 - Present (11 months)  
Pune, Maharashtra, India

MIT Academy of Engineering  
Student  
August 2017 - July 2021 (4 years)  
Pune, Maharashtra

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## Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,  
Dist Pune  
Bachelor of Technology - BTech, Electrical and Electronics  
Engineering · (2018 - 2021)

Macro Vision Academy, Burhanpur  
HSC, Maths · (2015 - 2017)

Vidya Bhumi Public School  
SSC, Science · (2010 - 2015)

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**Fwd: Revine Technologies Pvt. Ltd., Pune List of students**

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@admin.maepune.ac.in>

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

From: T\_Satish <operations@revinetechnologies.com>  
 Date: Thu, Sep 16, 2021, 10:45 AM  
 Subject: RE: Revine Technologies Pvt. Ltd., Pune List of students  
 To: Jayant Patkar <jdpatkar@mitaoe.ac.in>, Dhananjay Devare <dmdevare@mitaoe.ac.in>

Hi Sir,

As discussed, below are the selected candidates.

Branch	E-mail ID	Mobile No	Initial	Name of Candidate
E&TC	<a href="mailto:ggdhakne@mitaoe.ac.in">ggdhakne@mitaoe.ac.in</a>	8999283572	Mr.	Dhakne Gajanan Gangadhar
E&TC	<a href="mailto:sgyedle@mitaoe.ac.in">sgyedle@mitaoe.ac.in</a>	9763110826	Mr.	Sukanand Ghanshyam Yedle
E&TC	<a href="mailto:ubbiradar@mitaoe.ac.in">ubbiradar@mitaoe.ac.in</a>	+919922019507	Mr.	Umesh Balwantrao Biradar
			Mr.	Shubham Bhise

Regards,

T\_Satish

Admin &amp; Purchase Department

From: T\_Satish [mailto:operations@revinetechnologies.com]  
 Sent: Thursday, September 2, 2021 10:49 AM  
 To: 'Jayant Patkar'; 'Dhananjay Devare'  
 Cc: 'atul'; 'sales@revinetechnologies.com'  
 Subject: RE: Revine Technologies Pvt. Ltd., Pune List of students  
 Importance: High

Hi Sir,

As discussed, below details for your reference.

Branch	E-mail ID	Mobile No	Final Remarks	Initial

E&TC	<a href="mailto:gcdhakne@mitaoe.ac.in">gcdhakne@mitaoe.ac.in</a>	8999283572	Selected for next round. Shown interest in Sales. Was clear in what is required in Sales. Currently @Latur	Mr.	DI
E&TC	<a href="mailto:vapitale@mitaoe.ac.in">vapitale@mitaoe.ac.in</a>	7387427362	Communication level-Poor-Reject	Mr.	
E&TC	<a href="mailto:cksingh@mitaoe.ac.in">cksingh@mitaoe.ac.in</a>	8825155938	Not interested in Sales	Mr.	
E&TC	<a href="mailto:sgyedle@mitaoe.ac.in">sgyedle@mitaoe.ac.in</a>	9763110826	Selected for next round. Currently @Latur	Mr.	St
E&TC	<a href="mailto:alqpathu@mitaoe.ac.in">alqpathu@mitaoe.ac.in</a>	8127000364	Not interviewed-Already placed	Mr.	
E&TC	<a href="mailto:ubbiradar@mitaoe.ac.in">ubbiradar@mitaoe.ac.in</a>	+919922019507	Selected for next round. Currently @Latur	Mr.	U
E&TC	<a href="mailto:vnpise@mitaoe.ac.in">vnpise@mitaoe.ac.in</a>	07758910184	Selected for next round. Shown more interest in Tech than Sales.	Mr.	
E&TC	<a href="mailto:hllambhat@mitaoe.ac.in">hllambhat@mitaoe.ac.in</a>	9011201661	Once he will be in Pune then only he will visit Revine- till then keep on hold	Mr.	F
E&TC	<a href="mailto:sachaubey@mitaoe.ac.in">sachaubey@mitaoe.ac.in</a>	7972364730	Not interviewed-Already placed	Mr.	
E&TC	<a href="mailto:kbabu@mitaoe.ac.in">kbabu@mitaoe.ac.in</a>	8459255652	More interest in RnD, Once he will be in Pune then only he will visit Revine- till then keep on hold	Mr.	
E&TC	<a href="mailto:vnpitaliya@mitaoe.ac.in">vnpitaliya@mitaoe.ac.in</a>	09156879500	Selected for next round. Internship Tata, Spice Etx, Asked to visit Revine	Mr.	
Electronics	<a href="mailto:sdkhasewar@mitaoe.ac.in">sdkhasewar@mitaoe.ac.in</a>	+919146523522	Communication level-Poor-Reject	Mr.	
			Selected for next round	Mr.	

Regards,

T\_Satish

Admin &amp; Purchase Department

From: T\_Satish [mailto:operations@revinetechnologies.com]  
 Sent: Wednesday, August 25, 2021 02:13 PM  
 To: 'Jayant Patkar'; 'Dhananjay Devare'  
 Cc: 'atul'; 'sales@revinetechnologies.com'  
 Subject: RE: Revine Technologies Pvt. Ltd., Pune List of students  
 Importance: High

Hi Sir,

As discussed, below status FYR and necessary action on it.

Candidate Name	Interview Status	Remarks/Result
Dhakne Gajanan Gangadhar	Selected for next round	Asked to visit Revine in next week
Pitale Vitthal Ankush	Telephonic Done	Fail

Chandan kumar singh	Telephonic Done	He is not Interested
Sukanand Ghanshyam Yedle	Selected for next round	Currently @Latur. Will visit Revine in next week
Umesh Balwantrao Biradar	Selected for next round	Currently @Latur. Travelling to Pune in next 3/4 days. Will visit Revine in next week
Vijay Pise	Selected for next round	Asked to visit Revine
Harshal Tarachand Tambat	Selected for next round	Will call him for next round
Khushal babu Pandey	Selected for next round	Will call him for next round
Vipul Nandlal Pitaliya	Selected for next round	Internship Tata, Spice Etx, Asked to visit Revine
Sagar Dinkar Khasewar	Interview Pending	Not able to reach
Kavita Birajdar	Interview Pending	Will call today before 04.00 PM
Poonam Munde	Interview Pending	Will call today before 04.00 PM
Chetna Dhande	Interview Pending	Will call today before 04.00 PM
Aishwarya Kamble	Interview Pending	Will call today before 04.00 PM
Gatha Satish Salve	Interview Pending	Will call today before 04.00 PM

Regards,

T\_Satish

Admin & Purchase Department

 cid:image006.jpg@01D70172.4E052AE0

 cid:image005.jpg@01D70172.4E052AE0

 cid:image001

**From:** T\_Satish [mailto:operations@revinetechnologies.com]  
**Sent:** Wednesday, August 18, 2021 02:06 PM  
**To:** 'Jayant Patkar'; 'Dhananjay Devare'  
**Cc:** 'atul'; 'sales@revinetechnologies.com'  
**Subject:** RE: Revine Technologies Pvt. Ltd., Pune List of students  
**Importance:** High

Hi Sir,

Thanks for your prompt response.

Will check and update to you for further process.

Regards,

T\_Satish

• Admin & Purchase Department



From: Jayant Patkar [mailto:jdpatkar@mitaoe.ac.in]  
Sent: Wednesday, August 18, 2021 01:50 PM  
To: operations@revinetechnologies.com; Dhananjay Devare  
Subject: Fwd: Revine Technologies Pvt. Ltd., Pune List of students

Mr Satish,

Please find students list who shown interest in the given job profile

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

From: Dhananjay Devare <dmdevare@mitaoe.ac.in>  
Date: Wed, Aug 18, 2021 at 1:40 PM  
Subject: Revine Technologies Pvt. Ltd., Pune List of students  
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>  
Cc: Amil Nagarale <avnagarale@entc.mitaoe.ac.in>, Dean School of Electrical Engineering <dean.see@mitaoe.ac.in>, Nikhil Sardar <nbsardar@mitaoe.ac.in>

Respected Sir

PFA of the list of students along with resume link.

Resume Link: [https://drive.google.com/drive/folders/1Wpwh32mHd9Rms6KBkiL0nGaXE6Un-1E5FmFzCTj2hKDQlfgfy6eewJ2npLgODGiEQqWtdQGE\\_?usp=sharing](https://drive.google.com/drive/folders/1Wpwh32mHd9Rms6KBkiL0nGaXE6Un-1E5FmFzCTj2hKDQlfgfy6eewJ2npLgODGiEQqWtdQGE_?usp=sharing)

Thank you

Regards,

Mr. Jayant Patkar | 9823232358

Specialist - Corporate Relation

MIT Academy of Engineering

Alandi (D) , Pune -412105

Tel-020-30253500 | jdpatkar@mitaoe.ac.in

6 attachments

Image006.jpg  
1K

image007.jpg  
1K

image008.jpg  
1K



Image009.png  
26K



Image010.jpg  
7K

image006.jpg  
1K

July 22, 2021

**APPOINTMENT LETTER**

Dear NIKHIL PAWAR,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

**2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

**3. Other Benefits:**

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

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**4. Responsibilities:**

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. You are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

**5. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

**6. Confidentiality:**

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

**7. Assignment of Intellectual Property**

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

**8. Non-Compete**

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information (Confidential Information). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

**9. General:**

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



**Aparna Shailen**  
**General Manager - Human Resources**

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on \_\_\_\_\_

**ANNEXURE I**

**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

- d. For an employee to use or release to a third party any data on decisions, plans, corrective bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than a nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPI") about the Company. It also involves disclosing or procuring any UPI about the Company from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPI): Employee shall seek, communicate, provide or allow access to "UPI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPI.
  - c. Unauthorized disclosure or communication of UPI.
  - d. Procuring any UPI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

**ANNEXURE II**

**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I NIKHIL PAWAR, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification.
- b. processing my job application including background verification checks.
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

**ANNEXURE III**

**SALARY OFFER SHEET**

Name: **NIKHIL PAWAR**

Position: **Project Engineer**

Career Group: **TRB - II**

You shall receive salary as detailed below.

COMPONENT		AMOUNT (INR)
Basic		11,670
HRA		5,835

Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- One-time interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- One-time interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

#### ANNEXURE – V

##### Variable Pay - A BRIEF OVERVIEW

##### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->Variable Pay Policy FY 2021-22.

##### SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

##### Basic, Additional Allowance and Bonus

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

##### House Rental Allowance:

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

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modern hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostels) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund** - Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
  - b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.
- Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro -> My Policies -> India->MY Travel->Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 3 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS:

Medical

1. Medical Assistance Program (MAS)\*\*: This is a medical scheme covering you, your spouse and your children to the extent of Rs. 1,50,000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slip is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Medical: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program\*\*

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

i.e. 15,000 x 20 x 2.7% \* 80% = Rs. 6,480 per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14,00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident  
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will also be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs. 1,50,000 per annum, member employee will have an option to restrict the contribution to Rs. 1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs. 1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary slip of the enrolled member. The accumulated contribution amount and the interest earned (for the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials -> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

ETX-Branch  
2021 Batch

Registered Office  
Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bangalore 560 035  
India

Signature NIKHIL PAMWAR 22/7/2021 7:23 PM  
(checking the checkbox above is equivalent to a handwritten signature)

T: +91 (80) 2844 0011  
F: +91 (80) 2844 0054  
E: info@wipro.com  
W: wipro.com  
C: L32102KA1945PLC020800

283

**Fwd: Black & Veatch Offer Details- Shortlisted Students from MIT**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 14, 2022 at 3:38 PM

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

From: **Nitin Jadhav** <nitin.jadhav@mitwpu.edu.in>  
Date: Wed, Dec 15, 2021 at 5:06 PM  
Subject: Re: Offer Details- Shortlisted Students from MIT  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Devendra Wadke <devendra.wadke@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, anil.pacha <anil.pacha@mitaoe.ac.in>

Sir,

Both the students have accepted the offer, Kindly inform the company. The company is waiting for our reply. The company will release the offer letter.

Regards,

**Nitin S. Jadhav**

9762005414

On Wed, Dec 15, 2021 at 3:31 PM Nitin Jadhav <nitin.jadhav@mitwpu.edu.in> wrote:  
Updated- Black & Veatch 2 students selected 2021 Batch.

MITWPU - List of students placed in Black & Veatch 15.12.2021 2021 Batch.

Roll No	First Name	Middle Name	Last Name	Degree 1	Degree 1 Primary Specializations	Campus
0220180035	Priya	Gajanan	Kale	B.E.	Electronics Engineering (ETX)	MITAOE
1032170195	Snehal	Umesh	Shimpi	B.Tech.	Electronics & Communication Engineering	MIT - WPU

On Wed, Dec 15, 2021 at 1:18 PM Dr. Hemant Mali <hemant.mali@mitwpu.edu.in> wrote:  
Dear Team,

Update the below selections of **Black & Veatch** in Calyxpod and our records.

With warm regards,

Dr. Hemant Mali

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

From: **Sathe, Shirish** <SatheS@bv.com>  
Date: Wed, Dec 15, 2021 at 1:05 PM  
Subject: Offer Details- Shortlisted Students from MIT  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Sharma, Arvind <SharmaAR@bv.com>, Tiwari, Gitesh <TiwariG@bv.com>, Hingorani, Preetika <HingoraniP@bv.com>, Mistry, Archana <MistryA@bv.com>

Dear Dr. Mali,

As per your discussion with Gitesh, please find the below mentioned details of shortlisted students.

Please note, we would like to consider them for 6 months contract and evaluate their performance post which they will be assigned to support US Telecom projects in our Telecom BU in Pune.

We would be offer them an annual compensation of INR 5,00,000 CTC on 3<sup>rd</sup> party contract.

1. Snehal Shimpi
2. Priya Kale

Feel free to reach out to me/Gitesh for any queries.

Regards,

**Shirish Sathe**

Senior Recruiter

Black & Veatch |

E-SatheS@bv.com | www.bv.com

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**in**    



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MIT Academy of  
Engineering289  
Vikas Singh vvsingh@mitaoe.ac.in

Fwd: (Survik Software Pvt Ltd\_Payroll)\_2022 batch

1 message

Ami Kumar Pacha <ami.pacha@mitaoe.ac.in>  
To: Vikas Singh vvsingh@mitaoe.ac.in

Thu, Mar 10, 2022 at 4:54 PM

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

From: <smita.gote@survik.com>  
Date: Tue, Feb 8, 2022 at 8:22 PM  
Subject: RE: MIT-WPU Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Hemant Sir,

Two more candidates are selected for Amdocs and we are offering 4 00 LPA

Roll No.	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academic Aggregate Marks	Resume Link	Interview status	Joined
0220180088	Vipul	Vikas	Bhawara	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Male	08-10-1999	vvbhawara@mitaoe.ac.in	7620400432	57.60	NA	68.53	6.760	Click to download resume	Selected	
SI1032171576	Ayushman	Bachhan	Yadav	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	18-10-1999	www.ayushnija@gmail.com	9304278471	75.00	8.10	NA	6.180	Click to download resume	Selected	

From: smita.gote@survik.com <smita.gote@survik.com>  
Sent: 31 January 2022 13:38  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
Subject: RE: MIT-WPU Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch

Hello Hemant Sir,

Two Candidates are selected for Amdocs and we are offering 4 00 LPA

Now starting documentation process

Roll No.	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academic Aggregate Marks	Resume Link
0120170264	Sayali	Kannakar	Shingde	B.E	Electronics Engineering (ETX)	MITAOE	Female	05-07-1999	skshingde@mitaoe.ac.in	7767821301	82.60	75.00	NA	8.050	Click to download resume
1032171543	Yuvraj	Rajendra	Bhagat	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	02-13-1999	yuvraj.bhagat100@gmail.com	8850178214	85.60	60.00	NA	7.540	Click to download resume
1032181548	Nachiket	Sachin	Dehpande	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	08-07-1997	nachiketsdehpande96@gmail.com	8850758654	78.00	NA	90.00	7.400	Click to download resume
0220180153	Yogesh	Shikrushna	Sambare	B.E	Electronics Engineering (ETX)	MITAOE	Male	27-06-1999	y.sambare@mitaoe.ac.in	8022395284	81.20	NA	62.20	7.360	Click to download resume
1032171584	Saurabh	NA	Raj	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	13-01-1999	sauravraj36@gmail.com	7004787550	79.80	60.00	NA	7.250	Click to download resume
0220180132	Chhaya	Shivraj	Kolekar	B.E	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Female	23-01-1999	cskolekar@mitaoe.ac.in	8373215863	80.40	NA	77.06	7.070	Click to download resume

Thanks &amp; Regards

Smita Gote

Lead -Recruitment

Mob No : 9976756628

Email : smita.gote@survik.com

Survik  
SOFTWARE  
INDUSTRIAL PROMOTION

285

Fwd: (Survik Software Pvt Ltd\_Payroll)\_2022 batch

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vsingh@mitaoe.ac.in>

Thu, Mar 10, 2022 at 4:54 PM

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

From: <smita.gote@survik.com>  
Date: Tue, Feb 8, 2022 at 6:22 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Hemant Sir,

Two more candidates are selected for Amdocs and we are offering 4.00 LPA

Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academic Aggregate Marks	Resume Link	Interview Status	Joined
0220180088	Vijal	Vijal	Bhaware	B.E.	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Male	06-10-1999	vjbhaware@mitaoe.ac.in	7620400432	57.60	NA	69.53	6.760	Click to download resume	Selected	
S1032171576	Ayushman	Bachan	Yadav	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	18-10-1998	www.ayushnija@gmail.com	9304278471	75.00	6.10	NA	6.180	Click to download resume	Selected	

From: smita.gote@survik.com <smita.gote@survik.com>  
Sent: 31 January 2022 13:38  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
Subject: RE: MIT-WPU,Pune: List of interested students for Amdocs\_(Survik Software Pvt Ltd\_Payroll)\_2022 batch

Hello Hemant Sir,

Two Candidates are selected for Amdocs and we are offering 4.00 LPA

Now starting documentation process

Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Date of Birth	Official Email	Personal Phone	10th - Aggregate Marks	12th - Aggregate Marks	Diploma - Aggregate Marks	Current Academic Aggregate Marks	Resume Link
0120170264	Saya	Kamthkar	Shingde	B.E.	Electronics Engineering (ETX)	MITAOE	Female	05-07-1999	skshingde@mitaoe.ac.in	7767921301	92.60	75.00	NA	8.050	Click to download resume
1032171543	Yuvraj	Rajendra	Bhagal	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	02-12-1998	yuvraj.bhagal100@gmail.com	9850178214	85.60	60.00	NA	7.540	Click to download resume
1032181549	Nachiket	Saahub	Deshpande	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	08-07-1997	nachiketsdeshpande86@gmail.com	9850758654	78.00	NA	60.00	7.400	Click to download resume
0220180153	Yogesh	Shrinrushna	Sambare	B.E.	Electronics Engineering (ETX)	MITAOE	Male	27-06-1999	ysambare@mitaoe.ac.in	9022395264	81.20	NA	82.20	7.360	Click to download resume
1032171584	Saurabh	NA	Raj	B.Tech	Electronics & Communication Engineering	MIT - WPU	Male	13-01-1999	souravraj36@gmail.com	7004787550	79.80	60.00	NA	7.250	Click to download resume
0220180132	Chhaya	Shivram	Kolekar	B.E.	Electronics & Telecommunication Engineering (E&TC)	MITAOE	Female	23-01-1999	cskolekar@mitaoe.ac.in	9373215883	90.40	NA	77.06	7.070	Click to download resume

Thanks & Regards

Smita Gote

Lead -Recruitment

Mob No. : 9975756828

Email : smita.gote@survik.com



**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant<sup>®</sup>

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



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4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

Assessment ID	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number
12441861721966	BCH08	14967703	Gautami	Chati	gautamichati@gmail.com	9819535869
12441861139746	0120170188	14967747	Jyotsna	Ekbote	isekbote@gmail.com	9673788601
12441861957177	1032170893	14967774	Kritika	Gulati	kritikagulati3@gmail.com	9131744766
12441861747071	0120170173	14967776	Krunal	Nagpure	krunal.nagpure25@gmail.com	7038280526
12441861177070	0120170048	14968033	Lim bani	Tejas	tejaslimbani25@gmail.com	7040171148
12441861268611	0120170261	14967992	Shivamkumar	Kanojia	shivamkanojiaak47@gmail.com	7219012591
1244186131799	0120170055	14968095	Tanmaee	Rakvi	tanmaee.r@gmail.com	9004500999

287

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

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Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861139746	0120170188	14967747	Jyotsna	Ekbote	jskbote@gmail.com	9673788601
12441861957177	1032170893	14967774	Kritika	Gulati	kritikagulati13@gmail.com	9131744766
12441861747071	0120170173	14967776	Krunal	Nagpure	krunal.nagpure25@gmail.com	7038280526
12441861177070	0120170048	14968033	Limbari	Tejas	tejaslimbari25@gmail.com	7040171148
12441861268611	0120170261	14967992	Shivamkumar	Kanojia	shivamkanojiaak47@gmail.com	7219012591
12441861311799	0120170055	14968095	Tanmaee	Rakvi	tanmaee.r@gmail.com	9004500999



19-Apr-2021

Dear Krunal Nagpure,  
B.Tech/B.E., Chemical Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967776**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Krunal Nagpure

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



21-Mar-2021

Dear Shivamkumar Kanojia,  
B.Tech/B.E., Chemical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967992

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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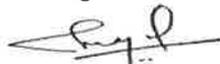
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Yours sincerely,  
**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar  
**Vice President – Human Resources**

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**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Shivamkumar Kanojia

**Designation:** Programmer Analyst Trainee

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- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021

**Dear Prof. Hemant Mali,**

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



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4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

Assessment ID	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number
12441861721966	BCH08	14967703	Gautami	Chaiti	gautamichaiti@gmail.com	9819535869
12441861139746	0120170188	14967747	Jyotsna	Ekbote	jsekbote@gmail.com	9673788601
12441861957177	1032170893	14967774	Kritika	Gulati	kritikagulati13@gmail.com	9131744766
12441861747071	0120170173	14967776	Krunal	Nagpure	krunal.nagpure25@gmail.com	7038280526
12441861177070	0120170048	14968033	Limbari	Tejas	tejaslimbari25@gmail.com	7040171148
12441861268611	0120170261	14967992	Shivamkumar	Kanojia	shivamkanojiaak47@gmail.com	7219012591
1244186131799	0120170055	14968095	Tanmaee	Rakvi	tanmaee.r@gmail.com	9004500999



24-Mar-2021

Dear Limbani Tejas,  
B.Tech/B.E., Chemical Engineering  
Maharashtra Institute of Technology,Pune

Candidate ID – 14968033

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

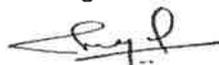
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Limbani Tejas

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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
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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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



28-Apr-2021

Dear Shivani Paunkar,  
B.Tech/B.E., Chemical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967436

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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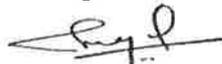
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Shivani Paunkar

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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293

**Fwd: Infosys: additional campus selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:25 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 Date: Mon, Feb 15, 2021 at 3:18 PM  
 Subject: Infosys: additional campus selection  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Infosys has selected one more additional student of MITAOE - Pavan Chavhan, (B Tech Chemical Engineering, 2021 batch) from the recent campus recruitment.

Forwarding herewith the communication received from the company for your reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: **Manish Singh** <manish.singh41@infosys.com>  
 Date: Mon, Feb 15, 2021 at 11:21 AM  
 Subject: RE: Infosys Campus Recruitment Program: List of students selected for a job offer  
 To: hemantmali@mitpune.com <hemantmali@mitpune.com>

HI Hemant Sir,

Additional Results :

Candidate Name	Candidate Email	Final Status
Pavan Chavhan	pychavhan@mitaoe.ac.in	Offer
Ajay Giramkar	asgiramkar@mitaoe.ac.in	RAI

Thanks &amp; Regards,

Manish Singh

Associate lead TA

**From:** Manish Singh  
**Sent:** Wednesday, February 3, 2021 1:00 PM  
**To:** 'hemantmali@mitpune.com' <hemantmali@mitpune.com>  
**Subject:** RE: Infosys Campus Recruitment Program: List of students selected for a job offer

Hi Hemant Sir,

Additional Results :

Candidate Name	Candidate Email	Final Status
Mayuri Kulkarni	mbkulkarni@mitaoe.ac.in	Reject
Pranav Abute	pcabute@mitaoe.ac.in	Reject
Akshay Bastawade	abbastawade@gmail.com	Offer
Abhinav Anand	abhinavanand@mitaoe.ac.in	Offer
Advet Jadhav	advetjadhav@mitaoe.ac.in	Offer
Anand Mahajan	anandmahajan222@gmail.com	Offer
Ayush Pandey	ayushpandey20@gmail.com	Offer
Sachin Chavan	sachinchavan20000@gmail.com	Offer
Gaurav Kumar Jha	say2gauravjha@gmail.com	Offer
Tanay Dhawas	tddhawas@mitaoe.ac.in	Offer
Vaishnavi Pingale	vrpingale@mitaoe.ac.in	Offer

Thanks & Regards,  
Manish Singh  
Associate lead TA



**Fwd: Techniche Engineering PVT LTD : Campus selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:22 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Fri, Mar 19, 2021 at 4:05 PM  
Subject: Techniche Engineering PVT LTD : Campus selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Techniche Engineering Pvt Ltd., has selected one student of MITAOE - Aditya Gohad, (B.Tech Chemical Engineering, 2021 batch) from the campus recruitment.

Remuneration offered is Rs. 2.50 lacs p.a. CTC.  
forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Human Resources** <hr@techniche-engg.com>  
Date: Fri, Mar 19, 2021 at 3:44 PM  
Subject: Re: Urgent Requirements :: Techniche Engineering PVT LTD !  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Sir,

Greetings!

Firstly, We take this opportunity to congratulate you on the success of your students and for the opportunity given to us to come for the campus placement.

We are pleased to inform you that the following students from your institution, who appeared for the recruitment have been selected.

Applicant Name	Designation
Saurabh Bhalerao	Jr Risk and safety engineer
Aditya Gohad	Jr Risk and safety engineer
Kritika Mehrotra	Jr Risk and safety engineer-Project

We would like to have your response in the joining of students & will proceed further with the mutually agreed date.

**Regards,**

**Aishwarya T.**

HR Executive

**Techniche Engineering Private Limited**

103, Sinhgad Darshan | Sinhgad Road | Dhayari |

Pune | Maharashtra | INDIA | Pin 411041 |

Phone: 020 24391570

Email: [hr@techniche-engg.com](mailto:hr@techniche-engg.com) | Web: [www.techniche-engg.com](http://www.techniche-engg.com)

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

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**MIT** | Academy of  
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

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## Fwd: Unschool : campus selections

1 message

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**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:19 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Thu, Apr 8, 2021 at 1:36 PM  
Subject: Unschool : campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Unschool Learning has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Anjumfiza Shaikh - E & TC
2. Anshul Eknath Pimpalkar - E & TC
3. Atharva Kamlesh Wagadre - Chemical Engineering
4. Dimpal Ravikant Sapkale - Mechanical Engineering
5. Harshjeet Pundalik Patil - Mechanical Engineering

Remuneration offered by the company is Rs.5.00 Lacs per annum CTC.  
Forwarding herewith the confirmation mail received from the company, for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Pavan Thanay** <pavant@unschool.in>  
Date: Thu, Apr 8, 2021 at 12:21 PM  
Subject: Re: MIT-WPU,Pune: : List of interested students for Unschool Learning (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings!

Here is the list of selected candidates for the role of Operations Executive at the company. Kindly inform the students and block them for the same.

Thanks and Regards

--  
**Pavan Thanay Ramineni**  
Sales Manager - Operations  
Hyderabad, India.

Phone: +91 910 001 0829  
Website: www.unschool.in



Facebook | Instagram | LinkedIn

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 **MIT WPU Recruitment Drive - Selected.pdf**  
53K

(296)



**Offer Letter**

Name: Sammed Ranadive  
Date: Monday, June 7, 2021

Dear Mr. **Sammed Ranadive**

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

**1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, June 15, 2021**. Your work location would be **Solapur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

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

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

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

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

**6. Department, Designation & Reporting Manager:**

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Aishvary . (TNL201611035)
Role Location:	Solapur / Bangalore
Sales Circle Location:	Solapur
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

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

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

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

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

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

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

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

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

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

**13. Termination:** Subject to Clause 2, your services may be terminated in the following manner:

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

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

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

**14. Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep

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

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

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

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

**17. General Provisions:**

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Any modification of this letter will be effective only if it is in writing, signed by both parties.

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

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

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

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

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

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

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

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

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Offer Letter

Name: Shailesh Dilip Kirne  
Date: Monday, June 14, 2021

Dear Mr. Shailesh Dilip Kirne

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

**1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, June 22, 2021**. Your work location would be **Aurangabad / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

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

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

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

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

**6. Department, Designation & Reporting Manager:**

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Aishvary . (TNL201611035)
Role Location:	Aurangabad / Bangalore
Sales Circle Location:	Aurangabad
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

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

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

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

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

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

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

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

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

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

**13. Termination:** Subject to Clause 2, your services may be terminated in the following manner:

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

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

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

**14. Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep

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

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

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

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

**17. General Provisions:**

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

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

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

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

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

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

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

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

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Any modification of this letter will be effective only if it is in writing, signed by both parties.

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

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

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

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

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

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

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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

27<sup>th</sup> July 2021

**Mr. Shubham Patil**

**Pune**

**Subject: Letter of Intent**

Dear Shubham,

Subsequent to your successful interview process with us, we are pleased to confirm our willingness to avail of your services as an employee for Ecolab/Nalco as a **"Technical Engineer I"**.  
The **Total Annual Base Pay** offered will be INR 362,580| Thirty Lacs Sixty-Two Thousand Five Hundred and Eight.

**The Total Compensation** offered will be INR 429389 INR | Four Lacs Twenty-Nine Thousand Three Hundred and Eight Nine.

The above-mentioned compensation is offered as per the Company norms. You shall keep your compensation details confidential and shall not share the same with anyone. All confidential information (including this *Letter of Intent*) in respect of the Company matters that you may acquire during the course of this contract shall not be divulged by you to any outside party nor will you use such information in any manner whatsoever directly in conflict with the interests of the Company. The Company reserves the right to take appropriate legal action in case of any breach.

**Upon acceptance of this letter, you shall not accept any other employment/consultancy offer from any other entity.**

Unless you fail to clear your exams or secure less than 60% aggregate marks or engage yourself in any act which is detrimental to the interests of the Company, Company shall issue the offer letter with detailed terms and conditions mentioned along with date of joining. In the meantime, we request your confirmation of this offer by sharing a signed copy of this letter as token of your acceptance.

We welcome you to the Ecolab Family and look forward working with you.  
Wish you all the best.

Yours Sincerely,

**For Nalco Water India Limited**

**Amit Mohan**  
**Head - Human Resources**

I accept the above-mentioned employment offer and acknowledge receiving a copy of the same.

**Received & Accepted (Sign)**

**Mr. Shubham Patil**

**Date: 27/07/2021**

**Registered & Corporate Office :**

S. No. 238/239, 3<sup>rd</sup> Floor, Quadra 1, Panchshil, Magarpatta Road, Sade Satra Nali, Pune - 411 028, India.  
Telephone : +91 20 66594000 Fax : +91 20 66594380  
CIN - U22229PN1987PLC140332

**Factory :**

1, Lenin Sarani, P.O. Konnagar - 712345, Dist. Hooghly, West Bengal, India.  
Telephone : +91 33 66801000 Fax : +91 33 66801010

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Offer Letter

Name: Shubham Nandkishor Patil  
Date: Monday, June 14, 2021

Dear Mr. Shubham Nandkishor Patil

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (" Company "), on the following terms and conditions:

**1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, June 22, 2021**. Your work location would be **Nashik / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

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

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

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

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

**6. Department, Designation & Reporting Manager:**

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Aishvary . (TNL201611035)
Role Location:	Nashik / Bangalore
Sales Circle Location:	Dhule
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

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

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

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

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

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

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

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

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

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

**13. Termination:** Subject to Clause 2, your services may be terminated in the following manner:

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

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

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

**14. Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep

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

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

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

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

**17. General Provisions:**

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

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

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

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

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

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

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

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

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Any modification of this letter will be effective only if it is in writing, signed by both parties.

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

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

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

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

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

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

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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

22<sup>nd</sup> July 2021

**Shantanu Ajit Joshi**  
**Plot No 14 A, Near Paranjape School,**  
**Dahake Layout, Khare Town,**  
**Dharampeth, Nagpur,**  
**Maharashtra 440010**

**Subject: Offer & Appointment letter**

Dear Shantanu,

It is my pleasure to extend the following offer of employment to you on behalf of Ecolab family as a **“Technical Engineer I”**. We are confident that you will be able to make significant contribution to the success of our organisation. The terms and conditions of your employment shall be as follows :-

- 1) This appointment takes effect from your date of joining which shall not be later than **9<sup>th</sup> August 2021** and also subject to your pre-joining medical clearance.
- 2) Your work location will be **Pune**.
- 3) **Official Working Hours**

<b>Head Office &amp; District Offices</b>	Monday to Friday 9.00 a.m. to 5.30 p.m. Lunch: half an hour	<b>Konnagar Works &amp; Pirangut Works</b>	Monday to Friday & alternate Saturday 9.00 a.m. to 5.30 p.m. Lunch: half an hour
-------------------------------------------	-------------------------------------------------------------------	--------------------------------------------	----------------------------------------------------------------------------------------

Note: Depending upon business requirements, associates may need to work on schedules to align their availability or work hours with their clients or business requirements.

- 4) You are required to bring the original and photo copies of the following documents on your date of joining:
  - 1. Pan Card.
  - 2. Address Proof
  - 3. Photo copies of Educational qualification certificates.
  - 4. Two passport size photographs (in formal dress) with white background.
  - 5. Pre – employment medical report (If the medical test are taken by employee)
  - 6. Experience and Relieving letters of all previous employment.
- 5) Your compensation package applicable to your position is per our initial discussion and has been explained to you in detail. Please find it attached in **Annexure A**. However, the structure of your compensation plan may be reviewed from time to time in line with the Compensation policy and practices of the Organization.

**Registered & Corporate Office :**  
S. No. 238/239, 3<sup>rd</sup> Floor, Quadra 1, Panchshil, Magarpatta Road, Sade Satra Nali, Pune – 411 028, India.  
Telephone : +91 20 66594000 Fax : +91 20 66594380  
CIN - U22229PN1987PLC140332

**Factory :**  
1, Lenin Sarani, P.O. Konnagar – 712345, Dist. Hooghly, West Bengal, India.  
Telephone : +91 33 66801000 Fax : +91 33 66801010

6) You will be eligible for other benefits and allowances as defined by the company and applicable to your position.

7) **SAFETY**

The company has high regard for safe work practices and promotes a culture of safe working habits. You are required to conduct your work without putting yourself, any person, and equipment at risk. It is important that you consider the risk involved in any situation and take appropriate safety measures based on that.

The Company retains the right to determine if a violation in policy, law or safety guideline or an unacceptable behavior should result in termination. Performance management, corrective action and termination decisions are determined individually and will not create future precedent unless otherwise noted in policy.

Corrective Actions of safety concerns include but are not limited to:

1. Additional Coaching, training or feedback.
2. Progressive Discipline (verbal warning, written warning, cost and penalty, termination)
3. Investigation leading to termination.
4. Other forms of corrective action (e.g., suspension, job reassignment)

The safety concerns that may include, but are not limited to, violating Ecolab's life critical procedures, driver safety and other safety policies by committing unsafe acts; failing to report incidents, accidents or injuries under the SH&E reporting guidelines; failing to use proper PPE; violating any other health and safety rule, policy or procedures issued or amended by the company from time to time.

By acceptance of this offer letter it is presumed that your motor vehicle records (MVR) are clear and there is no pending case of traffic violation sub judice in any court of law in India or abroad as per applicable rules or Motor Vehicle Act and Rules.

The SH&E consequence for non-compliance will cover all the Zero Tolerance Policy in line with global and the category of incidents includes the below but is not limited to:

1. Working or driving under the influence of drug or alcohol.
2. Not working to the most stringent safety standards available
3. Submitting false incident records or willfully not reporting safety incidents
4. Using cell phone while driving and or not complying with Ecolab driver & vehicle policy
5. Inappropriate use of PPE, or not using PPE
6. Working without complying to confined space entry policy
7. Working without complying to fall protection policy
8. Working without complying with lock out tag out policy
9. Negligence with environmental releases during transport, process, disposal or storage of chemicals.

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## 8) PROBATION PERIOD

The appointment will be subject to confirmation on the satisfactory completion of a probationary period. The duration of this is six months, but may be extended if deemed necessary at the discretion of the Company. During the probationary period, your engagement will be subject to termination at any time by one month's notice in writing on either side

## 9) CONFIRMATION

On confirmation of your appointment you will be issued a Confirmation letter. Your service will be terminable, at any time by either party giving to the other two months' notice in writing or paying off two months gross salary to that effect if acceptable to the Company.

The Company, shall, however, have the right to withhold such payment of salary in lieu of notice or any part thereof or any other amount due to you on any account whatsoever until such time that you have either returned all or any of the properties of the Company or associated companies or given a satisfactory account thereof, and PROVIDED FURTHER THAT the Company shall be entitled to deduct from such salary and /or other dues as aforesaid, a sum or sums of money sufficient to cover any loss or damage to the property of the Company or associated companies for which you may be liable and/ or to discharge any other liability or indebtedness (whether present or contingent) to the Company or associated companies. Should such notice be given by you at any time while you are on leave, the notice shall be deemed to have been served on the Company as on, and shall commence to run from, the date upon which you began your leave

## 10) BENEFITS:

**Medical Insurance:** The Company will take out a medical insurance policy, which will cover hospitalization for the yourself, spouse and up to 3 dependent children only.

**Personal Accident Insurance:** The Company will take out a personal accident insurance policy, which will cover you only.

**Group Term Life Policy:** The Company will cover you with Group term life policy, which will cover you only.

Please note that the above group insurance coverage is subject to conditions and may Change depending on company policies.

## 11) LEAVE

You will be entitled to leave as per the existing Company Leave policy. It shall be pro-rated for the first year of service.

## 12) TRANSFER

You are liable to be transferred to any part of India with full preservation of all your rights.

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### 13) RETIREMENT

The normal retirement age is 58 years, though; the employment may be extended up to the age of 60 years subject to business requirement and medical clearance. Medical clearance needs to be obtained by a practitioner nominated by the company whose decision will be treated as final.

The associate will retire on the 3rd April following the fifty-eighth or sixtieth anniversary as per the above conditions.

### 14) OTHER TERMS & CONDITIONS

Your engagement implies that you will undertake work of any kind which the Company may require and that you will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the Press (including magazine publication) relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained written permission from the Company. The complete draft of any proposed article, or other communication intended for publication must be submitted to the Company for approval before it is released for publication.

You will keep the secrets of the Company or associated companies, and shall not, either during your employment hereunder or at any time after the termination thereof, divulge any matters or things relating to the business or interests of the Company or associated companies to any unauthorized person or utilize any secret or confidential knowledge or information acquired in consequence of your service hereunder to the detriment or prejudice of the Company or associated companies.

You will also keep the secrets of company, firm or person with whom the Company or associated companies may at any time during your employment be in commercial or technical cooperation or association and you hereby expressly bind yourself, both during the period of your employment with the Company and at all times after the termination thereof, not to divulge any matters or things relating to the business or interests of any such company, firm, or person to any unauthorized person or to utilize any secret or confidential knowledge or information acquired in consequence of your service hereunder to the detriment or prejudice of any such company, firm or person.

If you shall, by reason of illness, be unable to carry out your duties for any time in excess of continuous six calendar months during any period of twelve calendar from the date of commencement of illness, the Company shall be at liberty, by written notice to you, to terminate your employment forthwith PROVIDED THAT in such a case the Company shall pay you two months' salary.

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Any invention you may make in the course of your work (or in any way connected with the Company's business) and any patents arising there from will be the property of the Company and you will be required to sign the papers in regard thereto. Any monetary reward will be considered only in special circumstances.

Except during authorized holidays you will devote to your duties the whole of your time and attention and you will not, without the previous written consent of the Company, Become interested or engaged, directly or indirectly, in any other trade, business or occupation whatsoever, except as a shareholder or a debenture holder in a Company.

The terms set out in this letter are for your guidance and are not fully comprehensive. You will be bound generally by the Company's Existing Rules, Policies and Benefits applicable to you. The Company reserves the right to alter/rescind such Rules, Policies and Benefits at its discretion based on market review, corporate inputs and business need within the organization.

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

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance.

Once again, we welcome you to the Ecolab Family and look forward working with you.

Wish you all the best.

Yours Sincerely,

**For Nalco Water India Limited**

**Amit Mohan**  
**Country HR Head, India**

**Received & Accepted (Sign)** \_\_\_\_\_  
**Mr. Shantanu Joshi**  
**Date:**

Annexure A

<b>Employee Name : Shantanu Joshi</b>		
<b>Designation : Technical Engineer I</b>		
<b>Salary Break Up</b>		
<b>SALARY COMPONENTS</b>	<b>Monthly</b>	<b>Annual</b>
Basic	15,000	1,80,000
HRA	7,500	90,000
Education Allowance - Fixed	800	9,600
Bonus	1,250	14,994
LTA	1,800	21,600
Other Allowance	3,866	46,386
<b>Total Base Pay</b>	<b>30,215</b>	<b>3,62,580</b>
<b>Retirement Benefit</b>		
Provident Fund - Employers Contribution	1,800	21,600
Gratuity	721	8,654
<b>Total : Retirement Benefits</b>	<b>2,521</b>	<b>30,254</b>
<b>Total CTC</b>		<b>3,92,834</b>
<b>Country Bonus</b>		<b>36,258</b>
<b>Total Compensation</b>		<b>4,29,092</b>

**Notes:-**

1. The Gratuity will be payable as per the rules of the "Management Gratuity Fund."
2. Incentive eligibility is as per entitlement of your position and will be paid as per the incentive pay-out plan.

**For Nalco Water India Limited**

**Amit Mohan**  
Country HR Head, India

**Received & Accepted (Sign) \_\_\_\_\_**

**Mr. Shantanu Joshi**

**Date:**

**Registered & Corporate Office :**

S. No. 238/239, 3<sup>rd</sup> Floor, Quadra 1, Panchshil, Magarpatta Road, Sade Satra Nali, Pune – 411 028, India.  
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301

**Fwd: MIT-WPU,Pune: Ecolab - Campus Engagement (2021 batch)**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Fri, Jul 2, 2021 at 10:45 AM  
Subject: Fwd: MIT-WPU,Pune: Ecolab - Campus Engagement (2021 batch)  
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarp@mitaoe.ac.in>  
Cc: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

For your kind information,

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

From: Pillay, Menaga <menaga.pillay@ecolab.com>  
Date: Wed, Jun 30, 2021 at 6:59 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for Ecolab - Campus Engagement (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

This is with reference to the campus interviews 2021 batch, below are the final shortlisted candidates.

1. Shantanu Joshi
2. Chandrakant
3. Shubham Patil
4. Abhijeet Challawar

Best regards,

Menaga

302

**Fwd: MIT-WPU,Pune: Ecolab - Campus Engagement (2021 batch)**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:13 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Fri, Jul 2, 2021 at 10:45 AM  
Subject: Fwd: MIT-WPU,Pune: Ecolab - Campus Engagement (2021 batch)  
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>  
Cc: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

For your kind information,

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

From: **Pillay, Menaga** <menaga.pillay@ecolab.com>  
Date: Wed, Jun 30, 2021 at 6:59 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for Ecolab - Campus Engagement (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

This is with reference to the campus interviews 2021 batch, below are the final shortlisted candidates.

1. Shantanu Joshi
2. Chandrakant
3. Shubham Patil
4. Abhijeet Challawar

Best regards,

Menaga

303



# Biopharmax India Pvt. Ltd.

Date: 27<sup>th</sup> May, 2021

Ref. No. BIO/HR/APP/2021/06

To,

Mr. Avadhut Patil

At Adamapur PO Mudal

Tal Bhudargad Dist Kolhapur Pune – 416206

Dear Avadhut,

## SUB: LETTER OF APPOINTMENT

With reference to our offer letter 24<sup>th</sup> May, 2021 & as per your subsequent acceptance, we are pleased to appoint you as **Management Trainee – Validation Department** of the Company w.e.f. 26<sup>th</sup> May, 2021, on the following terms and conditions:

### 1 Terms of Employment

- 1.1 Your current job description will be provided to you by your superior. You will, however appreciate that your job content has to grow and enlarge in tune with the future requirements of the Company, and therefore, your position description may be revised in the wider organisation context in course of time.
- 1.2 The Company considers its Human resources as one of its major assets and, in view of the ambitious growth plans of the Company; you are also expected to grow with the growth of the organisation by producing most optimum results in agreement with your superior. The Company will also make efforts to train you, as per the discretions of the Superior and Management, to improve/increase your skills so as to be able to make the best contribution to the Company's plans. At the same time, you would assist in the best way possible, in training and developing the other members of the team to equip them to face the challenges of the future.
- 1.3 Although your normal work will consist of the duties assigned to you as in Clause 1.1 above, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.
- 1.4 During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time of the establishment where you are required to work.
- 1.5 Your appointment, and its continuance, is subject to your being found and remaining medically fit.
- 1.6 Your appointment is subject to your submitting marksheets / certificates in respect of all your educational qualifications. If, at any time, any information contained in such document, is found to be falsified or untrue, this shall constitute a breach of this agreement, and your employment may be terminated by the Company forthwith.



# Biopharmax India Pvt. Ltd.

- 1.7 You recognize that Compensation is a confidential issue, and during the continuance of your employment, you will keep all secrets and will not divulge to any person, firm or company whatsoever (other than to Director of the Company or their authorized representatives), your salary, increment and emoluments.
- 1.8 During the continuance of your employment and thereafter you will keep all secrets of confidential information of any description acquired by you while in the service concerning processes of manufacture, design methods, company's internal work methods, business practices or affairs of the Company or any of its associates or branches or their customers and suppliers.
- 1.9 You will appreciate that, as a Professional, you have to devote yourself to the company on a full time employment basis and as such your hours of work would depend upon the requirements of the Company. To enable you to give your best, you will not, during the continuance of your employment, undertake or carry on either alone or in partnership, nor be directly or indirectly involved in any other business, trade or profession whatsoever.
- 1.10 You also agree, not to undertake any assignment, whether in full-time or part-time, as the Director/Partner/Member of any other organization/entity engaged in any form of business activity without consent of the Company. The consent may be given, subject to any terms & conditions that the Company may think appropriate and may be withdrawn at any time at the sole discretion of the company.

## 2 Tenure

- 2.1 You will be on Probation for One (1) Year from the date of commencement of your services.
- 2.2 At the end of Probation, the Company, at its sole discretion, may either confirm your appointment in writing if the Company has found your services satisfactory or extend your Probation period for a further period of four (4) months.
- 2.3 During the Probation, either you or the Company, giving a written intimation to the other party, seven (7) days in advance of such proposed termination, may terminate your employment.
- 2.4 The age of retirement is 58 years and as such, employees automatically retire on completion of this age.

## 3 Location/Place of work

- 3.1 You will initially be based at the Company's site office at **Mantri Alpine, A-401, 4<sup>th</sup> Floor, S. No 268, Bandal Estate, Off Mumbai – Bangalore Highway, Bavdhan BK, Pune -411021.**
- 3.2 You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad
- 3.3 You agree to travel on business trips to any such destinations as may be needed by the Company from time to time. You understand that such trips might, at times, be on very short notices.

## 4 Compensation

- 4.1 Your compensation, for your services to the Company, will be as follows:
- 4.2 Salary: You will be paid a salary as described in Annexure A.
- 4.3 Future Increments: For ensuing years, your compensation will be decided on an annual basis by the Company, but will be based solely on your performance, as



# Biopharmax India Pvt. Ltd.

assessed by the Company's performance appraisal policy, and organization's decision on salary revision. You agree not to dispute the Company's decision in this regard.

4.4 Any tax liability arising out of your salary/allowances/benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you, as per statutory requirements.

4.5 The above remuneration covers all services rendered by you, including any overtime. You will be obliged to work even beyond the usual business working hours, if the commercial interests of the company require this.

## 5 HR Policies

5.1 You understand that a Professional Company will enforce its HR Policies for maintaining and upholding discipline. You agree to abide by the Company's HR Policies, as will be issued and implemented from time to time.

5.2 The Company's HR Policies will provide details about Leave Policy, Discipline, Code of Conduct, Professional Ethics and other subjects. You agree to adhere to these and get clarifications on any issue where you may have any query.

5.3 You agree that failure to abide by the HR Policies amounts to indiscipline, and the Company will need to take suitable action, at its sole discretion. You agree not to contest such action, in the unlikely event of your having violated the Policies.

## 6 Termination

6.1 On confirmation as a regular employee after successful completion of probation, your services can be terminated by either party by two months' notice or equivalent salary, the option being decided at the sole discretion of the Company.

6.2 However that in the event of any misconduct or any breach of the terms and conditions of your services or major acts of indiscipline as may be defined in the Company policies, the Company will be at liberty to terminate your services without assigning any reason or giving you notice or salary or any payment in lieu thereof.

6.3 Upon the termination of your employment, you will return to the Company all tools, instruments, documents and any other articles and/or copies thereof belonging to the Company which may at the time be in your possession.

## 7 Other terms

7.1 In case any conditions / terms of your employment have not been settled in this Appointment letter, the Company will deal with it in accordance with the Company rules and the decision of the Company, in such a case, will be final and binding on you.

## 8 Miscellaneous

8.1 No provision of this agreement may be modified or waived unless the Company agrees to such waiver, or modification, in writing.

8.2 No waiver by the Company of any breach by you hereto, shall be deemed a waiver of any similar or dissimilar terms or conditions at the same or any prior or subsequent time.



# Biopharmax India Pvt. Ltd.

- 3.3 This is the entire agreement between you and the company and there are no other agreements or representations, oral or otherwise, expressed or implied, with respect to or related to your employment, which are not set forth in this appointment letter.
- 3.4 You are required to communicate to the Company your latest mailing address from time to time, failing which the last known address on the Company's records will be taken as the current address for all communications to you.
- 3.5 During your service tenure with Biopharmax India and for one (1) year thereafter, you will not entice or solicit to get employment in any client of Biopharmax Group.
- 3.6 In case of default, company has right to take legal action against you.
- 3.7 All disputes arising out of this Appointment shall be under Pune Jurisdiction.

As a token of acknowledgement, please sign and return the duplicate copy of this letter to the HR department.

We welcome you to our Company, and wish you a rewarding career over the years to come.

Yours sincerely,

For **Biopharmax-India Pvt Ltd.**,

**Authorised Signatory**

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

Date:

**Mr. Avadhut Patil**

Signature



## Biopharmax India Pvt. Ltd.

Annexure "A" Appointment Letter		
Employee No : 297		
Name : Avadhut Patil		
Designation: Management Trainee		Function: Validation
Location : Pune		Joining Date: 26th May, 2021
Particulars	Per Month	Total
Basic	15001	180012
Personal Allowance	0	0
HRA	461	5532
Child Education Allowance	0	0
IFA	0	0
Medical Allowance	1250	15000
Transportation	1600	19200
<b>Gross Earnings:</b>	<b>18312</b>	<b>219744</b>
Less:		
Contribution to Provident Fund	1800.12	21601.44
Profession Tax	200	2500
Income Tax	0	0
Leaves without Pay	0	0
Other Deductions	0	0
<b>Total Deductions:</b>	<b>2000.12</b>	<b>24101.44</b>
<b>Net Earnings:</b>	<b>16311.88</b>	<b>195642.56</b>
<b>CTC decided</b>	<b>287000</b>	
Less: Gratuity	8654	
Less: Group Health & Accident Insurance	10000	
Less : Bonus	7000	
Less: Food	20000	
Less: Company Cont.to Prov.Fund	21601.44	
	219744	
<b>Monthly Gross Salary</b>	<b>18312</b>	

Regd Office Mantri Alpine, A-401, 4th Floor, S No 268, Bandal Estate, Off. Mumbai - Bangalore Highway,  
Bavdhan BK, Pune - 411021, Ph No +91-20-66933300

*Handwritten signature*  
27/05/21

Chemical Branch  
2021 Batch



# Biopharmax India Pvt. Ltd.

(304)

Date: 27<sup>th</sup> May, 2021

Ref. No. BIO/HR/APP/2021/05

To,

Mr. Thirumalesh Savalagi

C/2 Sparkle Avenue Dattanagar,

Dighi Alandi road Pune – 411015

Dear Thirumalesh,

## SUB: LETTER OF APPOINTMENT

With reference to our offer letter 24<sup>th</sup> May, 2021 & as per your subsequent acceptance, we are pleased to appoint you as **Management Trainee – Validation Department** of the Company w.e.f. 25<sup>th</sup> May, 2021, on the following terms and conditions:

### 1 Terms of Employment

- 1.1 Your current job description will be provided to you by your superior. You will, however appreciate that your job content has to grow and enlarge in tune with the future requirements of the Company, and therefore, your position description may be revised in the wider organisation context in course of time.
- 1.2 The Company considers its Human resources as one of its major assets and, in view of the ambitious growth plans of the Company; you are also expected to grow with the growth of the organisation by producing most optimum results in agreement with your superior. The Company will also make efforts to train you, as per the discretions of the Superior and Management, to improve/increase your skills so as to be able to make the best contribution to the Company's plans. At the same time, you would assist in the best way possible, in training and developing the other members of the team to equip them to face the challenges of the future.
- 1.3 Although your normal work will consist of the duties assigned to you as in Clause 1.1 above, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.
- 1.4 During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time of the establishment where you are required to work.
- 1.5 Your appointment, and its continuance, is subject to your being found and remaining medically fit.
- 1.6 Your appointment is subject to your submitting marksheets / certificates in respect of all your educational qualifications. If, at any time, any information contained in such document, is found to be falsified or untrue, this shall constitute a breach of this agreement, and your employment may be terminated by the Company forthwith.



# Biopharmax India Pvt. Ltd.

- 1.7 You recognize that Compensation is a confidential issue, and during the continuance of your employment, you will keep all secrets and will not divulge to any person, firm or company whatsoever (other than to Director of the Company or their authorized representatives), your salary, increment and emoluments.
- 1.8 During the continuance of your employment and thereafter you will keep all secrets of confidential information of any description acquired by you while in the service concerning processes of manufacture, design methods, company's internal work methods, business practices or affairs of the Company or any of its associates or branches or their customers and suppliers.
- 1.9 You will appreciate that, as a Professional, you have to devote yourself to the company on a full time employment basis and as such your hours of work would depend upon the requirements of the Company. To enable you to give your best, you will not, during the continuance of your employment, undertake or carry on either alone or in partnership, nor be directly or indirectly involved in any other business, trade or profession whatsoever.
- 1.10 You also agree, not to undertake any assignment, whether in full-time or part-time, as the Director/Partner/Member of any other organization/entity engaged in any form of business activity without consent of the Company. The consent may be given, subject to any terms & conditions that the Company may think appropriate and may be withdrawn at any time at the sole discretion of the company.

## 2 Tenure

- 2.1 You will be on Probation for One (1) Year from the date of commencement of your services.
- 2.2 At the end of Probation, the Company, at its sole discretion, may either confirm your appointment in writing if the Company has found your services satisfactory or extend your Probation period for a further period of four (4) months.
- 2.3 During the Probation, either you or the Company, giving a written intimation to the other party, seven (7) days in advance of such proposed termination, may terminate your employment.
- 2.4 The age of retirement is 58 years and as such, employees automatically retire on completion of this age.

## 3 Location/Place of work

- 3.1 You will initially be based at the Company's site office at **Mantri Alpine, A-401, 4<sup>th</sup> Floor, S. No 268, Bandal Estate, Off Mumbai – Bangalore Highway, Bavdhan BK, Pune -411021.**
- 3.2 You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad
- 3.3 You agree to travel on business trips to any such destinations as may be needed by the Company from time to time. You understand that such trips might, at times, be on very short notices.

## 4 Compensation

- 4.1 Your compensation, for your services to the Company, will be as follows:
- 4.2 Salary: You will be paid a salary as described in Annexure A.
- 4.3 Future Increments: For ensuing years, your compensation will be decided on an annual basis by the Company, but will be based solely on your performance, as



# Biopharmax India Pvt. Ltd.

assessed by the Company's performance appraisal policy, and organization's decision on salary revision. You agree not to dispute the Company's decision in this regard.

44 Any tax liability arising out of your salary/allowances/benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you, as per statutory requirements.

45 The above remuneration covers all services rendered by you, including any overtime. You will be obliged to work even beyond the usual business working hours, if the commercial interests of the company require this.

## 5 HR Policies

5.1 You understand that a Professional Company will enforce its HR Policies for maintaining and upholding discipline. You agree to abide by the Company's HR Policies, as will be issued and implemented from time to time.

5.2 The Company's HR Policies will provide details about Leave Policy, Discipline, Code of Conduct, Professional Ethics and other subjects. You agree to adhere to these and get clarifications on any issue where you may have any query.

5.3 You agree that failure to abide by the HR Policies amounts to indiscipline, and the Company will need to take suitable action, at its sole discretion. You agree not to contest such action, in the unlikely event of your having violated the Policies.

## 6 Termination

6.1 On confirmation as a regular employee after successful completion of probation, your services can be terminated by either party by two months' notice or equivalent salary, the option being decided at the sole discretion of the Company.

6.2 However that in the event of any misconduct or any breach of the terms and conditions of your services or major acts of indiscipline as may be defined in the Company policies, the Company will be at liberty to terminate your services without assigning any reason or giving you notice or salary or any payment in lieu thereof.

6.3 Upon the termination of your employment, you will return to the Company all tools, instruments, documents and any other articles and/or copies thereof belonging to the Company which may at the time be in your possession

## 7 Other terms

7.1 In case any conditions / terms of your employment have not been settled in this Appointment letter, the Company will deal with it in accordance with the Company rules and the decision of the Company, in such a case, will be final and binding on you.

## 8 Miscellaneous

8.1 No provision of this agreement may be modified or waived unless the Company agrees to such waiver, or modification, in writing.

8.2 No waiver by the Company of any breach by you hereto, shall be deemed a waiver of any similar or dissimilar terms or conditions at the same or any prior or subsequent time.



# Biopharmax India Pvt. Ltd.

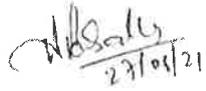
- 8.3 This is the entire agreement between you and the company and there are no other agreements or representations, oral or otherwise, expressed or implied, with respect to or related to your employment, which are not set forth in this appointment letter.
- 8.4 You are required to communicate to the Company your latest mailing address from time to time, failing which the last known address on the Company's records will be taken as the current address for all communications to you.
- 8.5 During your service tenure with Biopharmax India and for one (1) year thereafter, you will not entice or solicit to get employment in any client of Biopharmax Group.
- 8.6 In case of default, company has right to take legal action against you.
- 8.7 All disputes arising out of this Appointment shall be under Pune Jurisdiction.

As a token of acknowledgement, please sign and return the duplicate copy of this letter to the HR department.

We welcome you to our Company, and wish you a rewarding career over the years to come.

Yours sincerely,

For **Biopharmax-India Pvt Ltd.**,

  
23/05/21

**Authorised Signatory**

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

Date:

**Mr. Thirumalesh Savalagi**

Signature



## Biopharmax India Pvt. Ltd.

Annexure "A" Appointment Letter		
Employee No : 296		
Name: Thirumalesh Savalagi		
Designation: Management Trainee		Function: Validation
Location: Pune		Joining Date: 25th May, 2021
Particulars	Per Month	Total
Basic	15001	180012
Personal Allowance	0	0
HRA	461	5532
Child Education Allowance	0	0
ITA	0	0
Medical Allowance	1250	15000
Transportation	1600	19200
<b>Gross Earnings:</b>	<b>18312</b>	<b>219744</b>
Less:		
Contribution to Provident Fund	1800.12	21601.44
Profession Tax	200	2500
Income Tax	0	0
Leaves without Pay	0	0
Other Deductions	0	0
<b>Total Deductions:</b>	<b>2000.12</b>	<b>24101.44</b>
<b>Net Earnings:</b>	<b>16311.88</b>	<b>195642.56</b>
<b>CTC decided</b>	<b>287000</b>	
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Less: Group Health & Accident Insurance	10000	
Less: Bonus	7000	
Less: Food	20000	
Less: Company Cont.to Prov.Fund	21601.44	
	219744	
<b>Monthly Gross Salary</b>	<b>18312</b>	

Regd Office Mantri Alpine, A-401, 4th Floor, S No 268, Bandal Estate, Off. Mumbai - Bangalore Highway,  
Bavdhan BK, Pune - 411021, Ph No +91-20-66933300

*Abhaly*  
27/05/21

chemical Branch

2021 Batch



# Ruchiika Chemical

INDUSTRIES PVT. LTD.

Admi Off. : 172, Udyog Bhavan, Sonawala Road, Goregaon (East), Mumbai - 400 063 INDIA.

## To Whomsoever It May Concern

Date: 10<sup>th</sup> July 2021

### Subject: Appointment Letter

Dear Jidnyesh Jaitu,

We are pleased to offer you, the position of Trainee Engineer in our company with the following terms and conditions.

Date of Joining : 08.07.2021  
Job Title : Trainee Engineer  
Salary : 1.90 Lac p.a.  
Working Hours : 10 Hrs.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

FOR RUCHIKA CHEMICAL INDUSTRIES PVT. LTD.

  
DIRECTOR



**NOCIL LIMITED**

**Regd. Office :** Mafatlal House, Backbay Reclamation, H.T. Parekh Marg, Churchgate, Mumbai 400 020. India T: +91 22 6657 6100 / 22 6636 4062 F: + 91 22 6636 4060

**Plant-1:**C-37, TTC Industrial Area, Post Turbhe, Off Thane Belapur Road, Pawne Village Navi Mumbai - 400 705 India. T: +91 22 6673 0551 / 552 / 553 / 554 / 555

**Plant -2:**Plot No. 12-A-1, GIDC, Industrial Area, Dahej, Tal. Vagra, Bharuch, Guja T: +91 2641 208201 / 202

website : www.nocil.com CIN- L99999MH1961PLC012003



**ARVIND MAFATLAL GROUP**  
The ethics of excellence

**1<sup>st</sup> July, 2021**

To,

**Mr. Shubham B. Ugale**

**At/Po. Deola, Ta – Deola,**

**Dist Nashik, Indira Nagar,**

**Mahalakshmi Road, Deola,**

**Nashik. Maharashtra.**

**Pin code: 423 102.**

**Sub: Offer Letter**

**Dear Mr. Shubham Ugale,**

With reference to your interview with us on 28<sup>th</sup> June, 2021 we are pleased to offer you an employment as "Trainee – PET" in our organization for Dahej Plant as per the salary terms discussed with you.

This offer is subject to your medical fitness certified by a competent doctor as per the company's format.

Detailed appointment letter will be issued to you on being certified medically fit by our competent doctor.

You shall be responsible for all relieving formalities from your previous employer and NOCIL in no way shall accept any responsibility /claims from your previous employer.

Kindly acknowledge the copy of this offer letter.

**Yours truly,**

**For NOCIL LTD**

**Authorized Signatory**



**Responsible Care®**  
OUR COMMITMENT TO SUSTAINABILITY



**NOCIL LIMITED**

**Regd. Office :** Mafatlal House, Backbay Reclamation, H.T. Parekh Marg, Churchgate, Mumbai 400 020. India T: +91 22 6657 6100 / 22 6636 4062 F: + 91 22 6636 4060  
**Plant-1:**C-37, TTC Industrial Area, Post Turbhe, Off Thane Belapur Road, Pawne Village Navi Mumbai - 400 705 India. T: +91 22 6673 0551 / 552 / 553 / 554 / 555  
**Plant -2:**Plot No. 12-A-1, GIDC, Industrial Area, Dahej, Tal. Vagra, Bharuch, Guja T: +91 2641 208201 / 202  
website : www.nocil.com CIN- L99999MH1961PLC012003



**ARVIND MAFATLAL GROUP**  
The ethics of excellence

**1<sup>st</sup> July, 2021**

**To,**  
**Mr. Chaitanya Vilas Wagh**  
**At/Po. Asale,**  
**Tal - Wai,**  
**Dist – Satara, Wai.**  
**Maharashtra.**  
**Pin code: 415 513.**

**Sub: Offer Letter**

**Dear Mr. Chaitanya Wagh,**

With reference to your interview with us on 28<sup>th</sup> June, 2021 we are pleased to offer you an employment as "**Trainee – PET**" in our organization for Dahej Plant as per the salary terms discussed with you.

This offer is subject to your medical fitness certified by a competent doctor as per the company's format.

Detailed appointment letter will be issued to you on being certified medically fit by our competent doctor.

You shall be responsible for all relieving formalities from your previous employer and NOCIL in no way shall accept any responsibility /claims from your previous employer.

Kindly acknowledge the copy of this offer letter.

**Yours truly,**

**For NOCIL LTD**

**Authorized Signatory**



**Responsible Care®**  
OUR COMMITMENT TO SUSTAINABILITY

Letter of employment

308

June 29, 2021

Damini Arvind Futane  
L/14,  
Vidharbha Housing society  
Yavatmal, Maharashtra  
445001

Dear Damini,

Many Congratulations!

We are delighted to offer you the full-time position of "**Recruitment Associate**" (**Grade-2**) at PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.").

Location: **Pune**

Date of joining: **July 01, 2021**

Your annualized On-target earnings (OTE) will be **3,60,000/- (Three Lakhs Sixty Thousand Only)**. This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below and the conditions of hire mentioned in Annexure 3. Please indicate your acceptance of this offer within seven (7) days by returning a copy of this letter duly signed by you.

We take this opportunity to congratulate you on your selection and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We look forward to having you onboard!

For PeopleStrong Technologies Private Limited (formerly known as "**PeopleStrong HR Services Pvt. Ltd.**")

**Warm Regards,**

Authorized by  
  
Signature of Amit Jain

**Amit Jain**

**Vice President - Human Resource**

309



Personal and confidential

Letter of employment

June 29, 2021

**Bhakti Sukhadev Bhabad**  
**Bhakti Nivas Marakal road**  
**Nakoda mandirajaval At/Post-Alandi devachi**  
**Taluka-Khed**  
**Alandi Rural**  
**Alandi Devachi Pune**  
**Maharashtra 412105**

Dear Bhakti,

Many Congratulations!

We are delighted to offer you the full-time position of **"Recruitment Associate" (Grade-2)** at PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.").

Location: **Pune**

Date of joining: **July 01, 2021**

Your annualized On-target earnings (OTE) will be **3,60,000/- (Three Lakhs Sixty Thousand Only)**. This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below and the conditions of hire mentioned in Annexure 3. Please indicate your acceptance of this offer within seven (7) days by returning a copy of this letter duly signed by you.

We take this opportunity to congratulate you on your selection and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We look forward to having you onboard!

For PeopleStrong Technologies Private Limited (formerly known as **"PeopleStrong HR Services Pvt. Ltd."**)

**Warm Regards,**

**Amit Jain**

**Vice President - Human Resource**

## Annexure

### 1. Detailed On-target earnings (OTE) breakup:

Salary components		Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	5,229	62,742
iii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
v	Employer contribution to ESIC	0	0
vi	Insurance <sup>(2)</sup>	500	6,000
vii	Employer contribution to gratuity <sup>(3)</sup>	722	8,658
viii	Monthly bonus <sup>(4)</sup>	2,250	27,000
<b>Base gross salary</b>		<b>25,501</b>	<b>3,06,000</b>
Incentive <sup>(1)</sup>		4,500	54,000
<b>OTE</b>		<b>30,000</b>	<b>3,60,000</b>
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Medclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 3 lacs for group medclaim policy, INR 5 Lacs for group accidental policy and INR 20 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

#### NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.

03. Base gross salary & OTE are subject to statutory tax deductions
04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per your base location).
05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and PeopleStrong
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to PeopleStrong in the prescribed format within the timeline stipulated by PeopleStrong. The payments described in the FBP 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.

## 2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance (limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum
Professional development allowance (subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card (available in denominations of INR 1000, INR 2000 & INR 3000 per month) (applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

\*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

## 3. Conditions of hire:

Your employment with PeopleStrong will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by PeopleStrong
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with PeopleStrong if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining PeopleStrong)



- d) You represent that acceptance of employment with PeopleStrong does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by PeopleStrong is cleared; and
- f) 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 to PeopleStrong before your joining.

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.

### Terms and conditions

#### 1. Service rules

You will be governed by the rules, regulations, and other PeopleStrong policy (together with the "PeopleStrong policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in PeopleStrong policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "Manager - RPO" in PeopleStrong at the time of joining. However, your services are transferable and can be seconded or deputed by PeopleStrong to any of PeopleStrong locations or locations of PeopleStrong's associate companies/clients in India or abroad. PeopleStrong further reserves the right to transfer your employment to any other PeopleStrong or legal entity, as part of any transfer of undertaking of PeopleStrong or as part of any restructuring or amalgamation or such other plan implemented by PeopleStrong or by which PeopleStrong is bound, on such terms and conditions as applicable to such plan.

#### 2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

#### 3. Performance Incentive



The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of PeopleStrong on the date of incentive payment are eligible to receive the incentive for that performance review period. Employees who leave the services of PeopleStrong before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

PeopleStrong follows the performance cycle from 1<sup>st</sup> April to 31<sup>st</sup> March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins PeopleStrong on or before 31<sup>st</sup> October will be eligible for increment in May (the following year) and anyone who is joining on or after 1<sup>st</sup> November will be eligible for incentive on subsequent year increment cycle. PeopleStrong follows the compensation increment cycle from 1<sup>st</sup> May to 30<sup>th</sup> April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and PeopleStrong. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time

#### **4. Remuneration**

PeopleStrong will contribute 12% of your basic pay towards your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

PeopleStrong assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, PeopleStrong may from time to time, withhold any tax as may be required by applicable law.

PeopleStrong reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to PeopleStrong or any of PeopleStrong's associate companies in India or abroad, including any overpayment, loan, or advance made to you by PeopleStrong or any of PeopleStrong's associate companies in India or abroad.

Performance cycle: PeopleStrong follows a performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

#### **5. Working hours & leaves**

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of PeopleStrong or any of PeopleStrong's associate companies in India or abroad may require.



You will comply with any requests made or measures imposed to enable PeopleStrong and/or the director to monitor and record your working time.

All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from PeopleStrong along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary.

Leave calculation will not include Saturday, Sunday, and PeopleStrong holidays. You will be entitled to 10 PeopleStrong holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by PeopleStrong at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective I1 manager.

## 6. Training

During the course of your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. PeopleStrong will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by PeopleStrong in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in PeopleStrong. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

## 7. Separation

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days notice in writing without assigning any reasons. Period separation is initiated by PeopleStrong, then PeopleStrong may,



at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by PeopleStrong.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of PeopleStrong. You will ensure that all your ongoing activities are completed and handed over as per PeopleStrong guidelines on the separation process. In case you decide to leave PeopleStrong without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred by PeopleStrong in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, PeopleStrong may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with PeopleStrong and you are bound to complete your notice period before leaving the services of PeopleStrong.

You shall be governed by PeopleStrong policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable PeopleStrong policies & processes.

You shall automatically retire from employment with PeopleStrong on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that PeopleStrong reserves the right to change the retirement age.

## 8. Termination

PeopleStrong may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capably of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from PeopleStrong.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by PeopleStrong. Upon termination for whatever cause or reason, you shall return all PeopleStrong property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with PeopleStrong. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to PeopleStrong an amount in respect of excess holiday taken over that which was accrued. PeopleStrong may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be



imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

**9. Non-solicitation, non-compete, non-defamation etc.**

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, have any material interest in any other occupation except with the prior written consent of PeopleStrong.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, pursue any full-time or part-time educational course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from PeopleStrong before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of PeopleStrong:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of PeopleStrong or any of PeopleStrong's associate companies, directly or indirectly make preparations to compete with any business carried on by PeopleStrong or PeopleStrong's associate companies;

(b) induce or attempt to induce any client or customer or supplier of PeopleStrong or any of PeopleStrong's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with PeopleStrong or any of PeopleStrong's associate companies or to exclude PeopleStrong or any of PeopleStrong's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by PeopleStrong or any of PeopleStrong's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of PeopleStrong, do or carry out any act or deed on behalf of PeopleStrong, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by PeopleStrong, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of PeopleStrong, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of PeopleStrong.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of PeopleStrong. You shall not engage with any competitor of PeopleStrong or any other person for the similar services as being provided to PeopleStrong and its



customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of PeopleStrong who performed any work in connection with the agreement, without prior written approval from PeopleStrong, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by PeopleStrong. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of PeopleStrong or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning PeopleStrong or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of PeopleStrong or any of its associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with PeopleStrong and at all times thereafter, you will not make any false, defamatory, or disparaging statements about PeopleStrong or the employees, offices, or directors of PeopleStrong that are reasonably likely to cause damage to such entity or person.

#### **10. Employment particulars & background verification**

Your final appointment is contingent upon the successful completion of a background check. PeopleStrong may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

PeopleStrong may conduct your background verification either through PeopleStrong or by a third party at any time after joining PeopleStrong.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

#### **11. Service obligations**



In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by PeopleStrong and any association or professional body to which PeopleStrong from time to time belongs, together with general laws, regulations, and requirements applicable to PeopleStrong from time to time. While in the employment of PeopleStrong, you shall (a) use your best endeavor to promote the business interests and welfare of PeopleStrong; (b) devote your full time, attention, and abilities during hours of work to the affairs of PeopleStrong; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of PeopleStrong or conflicts with your position in PeopleStrong (including without limitation any connected person).

## 12. Warranty and indemnification

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or performing your duties under, this appointment letter. You will indemnify and hold PeopleStrong harmless against all suits, claims, costs, damages, and expenses that PeopleStrong may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with PeopleStrong is on a full-time basis, you shall not take up any assignment, including those in the nature of any business, profession, or vocation, without the prior written consent of PeopleStrong, which may be granted/refused at PeopleStrong's sole discretion.

## 13. Force majeure

PeopleStrong shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

## 14. Expenses

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of PeopleStrong's expenses policy from time to time in force.

## 15. Confidentiality

**OFFER LETTER**Date: 28<sup>th</sup> June 2021

Dear Shreyas Mohan Rokade,

Congratulations! We are pleased to offer you the position of 'Research Associate' with us here at Prudour, Narhe, Pune. We hope you will enjoy your role and make a significant contribution to the success of the business.

Salary structure is attached herewith. Your cost to company (CTC) will be ₹. 3,50,000/- Annually.

**Commencement Date**

Your employment will commence on 28<sup>th</sup> June 2021.

**Location**

You will be based at Prudour, Ambegaon, Pune, but may be required to work at such other locations within Pune as reasonably determined by the needs of the business.

**Office Working Days and Timings**

Prudour has five working days i.e. Monday to Friday. General hours of business are between 09.00 a.m. to 06.00 p.m. or 11.00 a.m. to 8.00 p.m. or 02.00 p.m. to 11.00 p.m. You need to complete 9 hrs duty. From time to time you will be required to work reasonable additional hours or after or before regular working hours when necessary to perform your duties.

**Privacy**

During your employment, you may become aware of information relating to the business of Prudour, including but not limited to client lists, trade secrets, and client details and pricing structures.

You shall not, either during or after your employment, without the prior consent of the Prudour, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. You are required to observe and uphold all of the company's privacy policies and procedures as implemented or varied from time to time.

Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

**Probation Period**

Your Probation period will be for 03 to 06 months from the date of joining. You will be confirmed after completion of probation period on basis of your performance.





info@prudour.com



www.prudour.com



### Discontinuation of Service

In case the employee for any reason discontinue the services of the company before the period of 1 year from the date of joining then he/she shall forthwith pay a sum of Rs.100 000/- being the indemnification of the cost of training to the company. He/she will not be eligible for any exit documentation from Prudour, will be considered as an absconding/termination case. Also company is not liable to give any employee background verification. In such case, Full and Final settlement will not be done.

### Termination

Your employment can be terminated at any time by the company for reasons such as:

- Misbehaviour or client's complaint of any sort.
- Participating in local politics/illegal/ immoral activities.
- Lack of professional conduct at client's site.
- Unsatisfactory performance as reported by TL/Reporting Manager/ Management/Client.
- Regular and wilful absenteeism.

### Responsibilities for Company Assets and Gadgets

You will be responsible for the safekeeping and return, in good condition and order, of all property, documents, brochures, books, presentations, reports, etc., which may be in your use, custody, or charge.

### Intimation in Change in Name or Address

You shall inform the company about any change in the name or residential address in writing within three working days and get the acknowledgement.

### Notice Period Details

During the period, your services will be terminated by either party by giving the other party 30 days to 90 days' notice (depending on seniority of designation and responsibility) and it will not be inclusive of any of the leave period which may be pending towards the employer. In the event of your leaving the company without the complete notice period the company will take legal action and entitled to claim the legal expenses and damages incurred. Employee will not be entitled for any Exit formalities/Exit Document & any further background check.

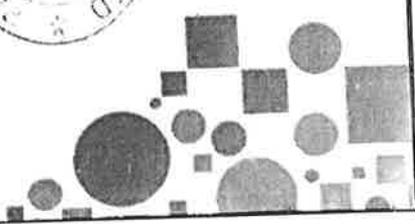
### Clarifications and Acceptance

This position is offered subject to satisfactory information provided by you. Your continuance in employment is subject to your maintaining clean criminal and financial records. If any discrepancies found during employee background verification or breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof. The company's policies, Code of Conduct, rules and regulations as stated will govern all other terms and conditions from time to time.

Kindly sign and return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.



Survey No. 3/1, 4/1/3 Rajwade Commercial Complex, Office No. 8, Phase 2,  
Behind State Bank of India, Pune-Bengaluru Highway, Ambegaon Budruk,  
Pune, Maharashtra 411046.



**Welcome**

Dear Candidate, we would like to take this opportunity to welcome you to Prudour and wish you a long and rewarding career with us. I hope to see you grow an achieve milestone after milestone in your career. I expect you to display a great work ethic and positive attitude towards your co-workers. Our personal goal will be to get the best out of you every day and see you hit your true potential.

**Offer and Appointment letter.**

This offer letter will be considered as an Appointment letter on your acceptance of offer letter and successful submission of documents as mentioned below.

**Validity of Offer**

You do accept in writing all the terms in full within 3 days of the date of this offer.

Yours sincerely,

For Prudour,



HR Department

I, Candidate's name, accept the terms and conditions of this contract.

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

Note:

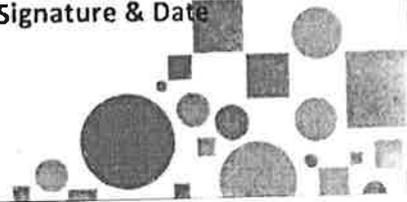
Please find below the list of documents required to be produced at the time of joining.

1. Passport size photograph with name written behind photograph: 02 nos.
2. PAN Card Copy.
3. Address Proof Document.
4. Photo identification proof (Copy of: Driving license, Aadhar Card, Voter's Card, Passport)
5. Photocopy of all educational certificates as mentioned in the section "Educational Qualification".
6. Previous Employer Relieving Letter and Experience Certificate if any.
7. Bank account details (for financial transaction (salary)



HR Department

Accepted  
Signature & Date



Chemical Branch

2021 Batch

**INTERNSHIP OFFER LETTER**

Dear Mr Rahimulla Azizulla Khan,

Prochem Turnkey Projects Pvt. Ltd is pleased to offer you an educational internship opportunity as a Graduate Management Trainee- Intern. You will report directly to Marketing Manager. This position is in Gat No.448, Success Industrial Park, Tal. Khed, Dist. 410 501, Nighoje, Maharashtra

As you will be receiving academic credit for this position and fulfill various project for the company's benefit you will paid a stipend of Rs 3,000 per month. Additionally, students do not receive benefits as part of their internship program. Moreover, this letter or your association with the organization is contractual for agreed period/month. It do not guarantee any employment with the organization.

However, your performance during project will be monitored on regular basis by the management to conclude on any type of permanent employment.

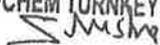
For this position, your major duties will be briefed during your joining. Your schedule will be approximately 48hrs per week beginning 01/02/2021. Your assignment will conclude on 30/06/2021.

Please review, sign and return via email to confirm acceptance, no later than close of business on 28/01/2021.

Congratulations and welcome to the team!

Sincerely,

Director  
Swatantra Mishra

For PROCHEM TURNKEY PROJECTS PVT. LTD  


**Authorised Signatory**

*I accept the above offer, and will begin on:01/02/2021*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**PROCHEM TURNKEY PROJECTS PVT. LTD.**

Office : F-II Block 22/1, Opp. Telco Material Gate, MIDC Pimpri, Pune - 411 018. Email : info@prochem.co.in  
CIN NO.:U74210PN2008PTC132060

**INTERNSHIP OFFER LETTER**

Dear Mr Aditya Onkar Gohad,

Prochem Turnkey Projects Pvt. Ltd is pleased to offer you an educational internship opportunity as a Graduate Management Trainee- Intern. You will report directly to Marketing Manager. This position is in Gat No.448, Success Industrial Park, Tal. Khed, Dist. 410 501, Nighoje, Maharashtra

As you will be receiving academic credit for this position and fulfill various project for the company's benefit you will paid a stipend of Rs 3,000 per month. Additionally, students do not receive benefits as part of their internship program. Moreover, this letter or your association with the organization is contractual for agreed period/month. It do not guarantee any employment with the organization.

However, your performance during project will be monitored on regular basis by the management to conclude on any type of permanent employment.

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Please review, sign and return via email to confirm acceptance, no later than close of business on 28/01/2021.

Congratulations and welcome to the team!

Sincerely,

Director  
Swatantra Mishra  
For PROCHEM TURNKEY PROJECTS PVT. LTD

*S Mishra*

Authorised Signatory

*I accept the above offer, and will begin on:01/02/2021*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**PROCHEM TURNKEY PROJECTS PVT. LTD.**

Office : F-II Block 22/1, Opp. Telco Material Gate, MIDC Pimpri, Pune - 411 018. Email : info@prochem.co.in  
CIN NO.:U74210PN2008PTC132060

**MIT** Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

**Job Offer -**

1 message

313

Wed, Mar 9, 2022 at 12:44 PM

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Fwd: Fw: Job Offer - Shubham Sunil Khemnar

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

From: **Rakesh Kumar** <rakesh.kumar@sprayengineering.com>  
Date: Tue, Oct 5, 2021 at 4:52 PM  
Subject: Fw: Job Offer - Shubham Sunil Khemnar  
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

FYI... Offer letter.

Thanks & Regards.

**Rakesh Kumar** – Associate - Talent Management

Office: +91 1795 308233 (IST 09:00 to 18:00) | Mobile: +91 7347027808 | Fax: +91 1795

308257

Spray Engineering Devices Limited, Unit III: 395 to 399, Village Billanwali-Lawana, Baddi  
– 173205 Distt. Solan H.P. INDIA

rakesh.kumar@sprayengineering.com | <http://www.sprayengineering.com>

"Dedicated for Sustainable Environment Development to Unlock Perpetual Food and Energy Resources"

From: Rakesh Kumar

Sent: Saturday, October 2, 2021 11:10 AM

To: sskhemnar@mitaoe.ac.in <sskhemnar@mitaoe.ac.in>

Cc: Shiv Kumar <shiv.kumar@sprayengineering.com>; Diksha Pabial <diksha.pabial@  
sprayengineering.com>

Subject: Job Offer - Shubham Sunil Khemnar

Dear Mr. Shubham Sunil Khemnar,

Mr. Kamlesh

Mr. Nilesh

Mr. Viki Shinde

*Greetings from SED!!*

**JOB OFFER**

Congratulations! We are pleased to offer you the position of **GET-Process Operations Group**. We trust that your knowledge, skills will be among our most valuable assets.

Your initial training period will be of Six months subject to satisfactory performance during the period and you will be confirmed.

Your remuneration will be Rs. **12,000 per month**. The detailed appointment letter with the terms and conditions and the breakup of your salary and allowances will be given to you at the time of your confirmation. Initially you will be posted at Mohali/Site.

We would expect you to join as early as possible as but not later than **11<sup>th</sup> October 2021** beyond which the offer would stand withdrawn. You are advised to confirm us back your expected date of joining.

The Company looks for a long-term association with all its employees and expects the same from you.

Again, congratulations and welcome to SED Family.

**Note-** The list of documents required at the time of joining/before joining are enclosed herewith this mail.

Thanks & Regards.

314

**MIT** Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

---

## Job Offer -

1 message

---

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Wed, Mar 9, 2022 at 12:44 PM

Fwd: Fw: Job Offer - Shubham Sunil Khemnar

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

From: Rakesh Kumar <rakesh.kumar@sprayengineering.com>

Date: Tue, Oct 5, 2021 at 4:52 PM

Subject: Fw: Job Offer - Shubham Sunil Khemnar

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

FYI.... Offer letter.

Thanks & Regards.

**Rakesh Kumar** – Associate - Talent Management

Office: +91 1795 308233 (IST 09:00 to 18:00) | Mobile: +91 7347027808 | Fax: +91 1795

308257

Spray Engineering Devices Limited, Unit III: 395 to 399, Village Billanwali-Lawana, Baddi

– 173205 Distt. Solan H.P. INDIA

rakesh.kumar@sprayengineering.com | <http://www.sprayengineering.com>

"Dedicated for Sustainable Environment Development to Unlock Perpetual Food and Energy Resources"

---

From: Rakesh Kumar

Sent: Saturday, October 2, 2021 11:10 AM

To: sskhemnar@mitaoe.ac.in <sskhemnar@mitaoe.ac.in>

Cc: Shiv Kumar <shiv.kumar@sprayengineering.com>; Diksha Pabial <diksha.pabial@

sprayengineering.com>

Subject: Job Offer - Shubham Sunil Khemnar

Dear Mr. Shubham Sunil Khemnar,

Mr. Kamlesh

Mr. Nilesh

Mr. Viki Shinde

*Greetings from SED!!*

### **JOB OFFER**

Congratulations ! We are pleased to offer you the position of **GET–Process Operations Group**. We trust that your knowledge, skills will be among our most valuable assets.

Your initial training period will be of Six months subject to satisfactory performance during the period and you will be confirmed.

Your remuneration will be Rs. **12,000 per month**. The detailed appointment letter with the terms and conditions and the breakup of your salary and allowances will be given to you at the time of your confirmation. Initially you will be posted at Mohali/Site.

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The Company looks for a long-term association with all its employees and expects the same from you.

Again, congratulations and welcome to SED Family.

Note- The list of documents required at the time of joining/before joining are enclosed herewith this mail.

Thanks & Regards.

GG/GCI/21-22/26

Date: 10.09.2021

**Adarsh Paraskar**

Behind Gajanan Maharaj Temple,  
Prabhag No. 14,  
Buldhana, maharashtra-443103

**Sub: Letter of Intent**

**Dear Mr. Adarsh,**

This is to inform you that company intends to appoint you as an **Executive-HSE Consulting & Projects**. Market Research, Business Development Activities, Operation activities, Co-ordination with clients and branch office for all services of Green Group of Companies. You can join our Head Office on **13.09.2021**.

Remuneration will be paid by Cheque/NEFT from our corporate office Vadodara on 15<sup>th</sup> of every month. You shall be on Probation for a period of 6 months from the date of joining. During probation period you shall not be entitled for any leave with pay other than paid holidays. In respect of matters which are not specifically covered by this letter, you will be governed by the rules & regulations of the company which will be in force from time to time as applicable.

This is to bring in your notice that during the course of your service with us you shall not disclose any information or data coming across to any outsider. You will be reporting to **Mr. Pradeep Joshi**. In case of any clarification on these matters kindly call on mobile 9377430557.

We wish you all the best for you future.

Thanks,  
Yours Cordially,  
For: **GREEN CIRCLE, INC.**

**Authorized Signatory**  
**HR Department**

**Adarsh Paraskar**  
**Accepted**

Please find your offered CTC as follow:

General Cost to Company		
Amount in INR		
Name of Employee	Adarsh Paraskar	
Designation	Executive - HSE	
Date	10/9/2021	
Particulars	Rs. Per Annum	Rs. Per Month
CTC	240,000.00	20,000.00
Less: Retention Bonus	-	-
Less: PF Contribution ER	-	-
Less: ESIC ER	-	-
<b>Gross Salary</b>	<b>240,000.00</b>	<b>20,000.00</b>
Basic	103,860.00	8,655.00
HRA	60,000.00	5,000.00
Conveyance	42,000.00	3,500.00
Medical	24,000.00	2,000.00
LTA	10,140.00	845.00
<b>Gross Salary</b>	<b>240,000.00</b>	<b>20,000.00</b>
		<b>Deductions</b>
Professional Tax	-	-
PF Contribution EE	-	-
ESIC Employee	-	-
<b>Total Deduction</b>	-	-
<b>NET Payable</b>	<b>240,000.00</b>	<b>20,000.00</b>

**Note:**

- 1) Notice period will be of one month. 1 In Probation Period Your Notice Period will be of 15 Days and after the confirmation your Notice period will be of one month.

For: **GREEN CIRCLE, INC.**

Authorized Signatory  
HR Department

Adarsh Paraskar  
Accepted

GG/GCI/P/21-22/27

Date: 14.09.2021

**Dharamraj Gaikwad**

Sr.No. 34/2,

Phale Nagar Shree Ganesh Park Building,

Ft. No. 11, Ambegaon Budruk pune - 46

**Sub: Letter of Intent**

**Dear Mr. Dharamraj,**

This is to inform you that company intends to appoint you as an **Executive-HSE Consulting & Projects**. Market Research, Business Development Activities, Operation activities, Co-ordination with clients and branch office for all services of Green Group of Companies. You can join our Head Office on **17.09.2021**.

Remuneration will be paid by Cheque/NEFT from our corporate office Vadodara on 15<sup>th</sup> of every month. You shall be on Probation for a period of 6 months from the date of joining. During probation period you shall not be entitled for any leave with pay other than paid holidays. In respect of matters which are not specifically covered by this letter, you will be governed by the rules & regulations of the company which will be in force from time to time as applicable.

This is to bring in your notice that during the course of your service with us you shall not disclose any information or data coming across to any outsider. You will be reporting to **Mr. Pradeep Joshi**. In case of any clarification on these matters kindly call on mobile 9377430557.

We wish you all the best for you future.

Thanks,

Yours Cordially,

For: **GREEN CIRCLE, INC.**

**Authorized Signatory**  
**HR Department**

**Dharamraj Gaikwad**  
**Accepted**

Please find your offered CTC as follow:

General Cost to Company		
Amount in INR		
<b>Name of Employee</b>	Dharamraj Gaikwad	
<b>Designation</b>	Executive - HSE	
<b>Date</b>	14/9/2021	
<b>Particulars</b>	<b>Rs. Per Annum</b>	<b>Rs. Per Month</b>
CTC	204,000.00	17,000.00
Less: Retention Bonus	-	-
Less: PF Contribution ER	-	-
Less: ESIC ER	-	-
<b>Gross Salary</b>	<b>204,000.00</b>	<b>17,000.00</b>
Basic	103,860.00	8,655.00
HRA	36,000.00	3,000.00
Conveyance	24,000.00	2,000.00
Medical	21,600.00	1,800.00
LTA	18,540.00	1,545.00
<b>Gross Salary</b>	<b>204,000.00</b>	<b>17,000.00</b>
		<b>Deductions</b>
Professional Tax	-	-
PF Contribution EE	-	-
ESIC Employee	-	-
<b>Total Deduction</b>	<b>-</b>	<b>-</b>
<b>NET Payable</b>	<b>204,000.00</b>	<b>17,000.00</b>

**Note:**

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For: **GREEN CIRCLE, INC.**

**Authorized Signatory**  
**HR Department**

**Dharamraj Gaikwad**  
**Accepted**

317

**MIT** Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

**Job Offer -**

1 message

Wed, Mar 9, 2022 at 12:44 PM

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Fwd: Fw: Job Offer - Shubham Sunil Khemnar

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

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Date: Tue, Oct 5, 2021 at 4:52 PM  
Subject: Fw: Job Offer - Shubham Sunil Khemnar  
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

FYI.... Offer letter.

Thanks & Regards.

**Rakesh Kumar** – Associate - Talent Management  
Office: +91 1795 308233 (IST 09:00 to 18:00) | Mobile: +91 7347027808 | Fax: +91 1795 308257  
Spray Engineering Devices Limited, Unit III: 395 to 399, Village Billanwali-Lawana, Baddi  
– 173205 Distt. Solan H.P. INDIA  
[rakesh.kumar@sprayengineering.com](mailto:rakesh.kumar@sprayengineering.com) | <http://www.sprayengineering.com>

"Dedicated for Sustainable Environment Development to Unlock Perpetual Food and Energy Resources"

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**MIT** Academy of  
Engineering

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318

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308257

Spray Engineering Devices Limited, Unit III: 395 to 399, Village Billanwali-Lawana, Baddi  
– 173205 Distt. Solan H.P. INDIArakesh.kumar@sprayengineering.com | <http://www.sprayengineering.com>cid:image003.jpg@01CDB6B1.2E20CAA0

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Thanks &amp; Regards.

09-03-2022, 14:04



**Rakesh Kumar – Associate - Talent Management**

Office: +91 1795 308233 (IST 09:00 to 18:00) | Mobile: +91 7347027808 | Fax: +91 1795 308257

Spray Engineering Devices Limited, Unit III: 395 to 399, Village Billanwali-Lawana, Baddi – 173205 Distt. Solan H.P. INDIA

[rakesh.kumar@sprayengineering.com](mailto:rakesh.kumar@sprayengineering.com) | <http://www.sprayengineering.com>

“Dedicated for Sustainable Environment Development to Unlock Perpetual Food and Energy Resources”

\*\*\*\*\*

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**2 attachments**



**Outlook-cid\_image0.png**  
6K



**joining formalities-converted (3).pdf**  
109K

# L'ORÉAL INDIA

20<sup>th</sup> October, 2021

**Ms. Bhakti Sukhadev Bhábad,**  
Bhakti Niwas, Opposite SBI,  
Near Nakoda Temple, Market  
Street, Alandi Devachi,  
Pune - 412105.

**Subject: Letter of Engagement**

**Dear Ms. Bhakti,**

We are pleased to engage you as "**Apprentice Trainee**" in **Production Department** under Apprentice Act, 1961 with our organization, based on the following terms and conditions:

**1. Commencement:**

This contract will come in to effect from **November 01, 2021** and will come to an end on **October 31, 2022** unless not terminated earlier for any reason whatsoever.

**2. Training hours:**

You will be required to attend training for 6 days in a week on Shift Basis

**3. Deputation**

You will be placed at L'Oreal Pune Factory

**4. Compensation:**

You will be paid consolidated stipend of Rs. 20,000/- per month. You will not be entitled to any other benefits other than your stipend mentioned above.

In addition, you will be eligible to claim daily Allowance and conveyance reimbursement for the days worked outside of office as per the Company's Business Travel Policy, if any.

TDS will be deducted as per the Income Tax Rules.

**5. Notice Period:**

This contract will be terminable by either party by giving 15 days' Notice or the Company paying you One Month's fee in lieu of notice.

**6. Type of Engagement:**

You shall not, during your engagement with the Company, directly or indirectly engage yourself, or devote any time to any part time/full time employment without obtaining prior approval of the management.

During your engagement with the Company, you will not be entitled to any other benefit being available to regular employees of the company, except the ones mentioned in this contract. This contract does not guarantee any regular employment with the Company and you shall continue your engagement on a Apprenticeship basis unless otherwise expressly specified.

**7. Leave:**

You shall be entitled for 12 days of paid leave per annum as per the Company's rules in force from time to time.

**8. Facilities:**

Company will provide Canteen & Transport facility on Subsidiary Rates

**9. Confidentiality:**

During the course of your engagement with the Company, in connection with the information parted to you with respect to products, processes or financial data used and/or developed by the Company or its affiliates, you agree that:

- i. You will keep proper records, as directed by the Company, relating to work performed by you for the Company. All such records are to be kept in the Company's custody. And, subject to its control, to be the exclusive property of the Company.
- ii. You will treat as trade secrets, including all confidential or specialized data or information acquired by you during your engagement with the company. You will not, either during your engagement or subsequent thereto, divulge to any person outside the Company, any information relating to your engagement or the affairs of the Company that comes to your knowledge in the course of your engagement and should by its nature be confidential to the Company.

**10. Non-Competition:**

In the event of your exit from the Company for any reason whatsoever, you shall hereby, undertake not to enter into the service of a company studying, manufacturing or selling products or in any manner engaged in a business that are identical or similar to those that are studied, manufactured or sold by the Company, i.e. cosmetics, perfumes and body hygiene products or their components. You shall more generally refrain from taking a direct or indirect interest, in any form what so ever, including in particular through consultancy work , marketing or retail selling or acquisition of shareholding (except for current stock exchange transactions) in an activity of this type, be it in existence or in the process of creation.

*This non-competition covenant is for duration of twelve months (1 Year) from your separation date with the Company.*

**11. Abiding By Laws Of The State/Country:**

The company's operations are subject to various laws applicable in the State/Country where it is located or has business interests. It is therefore necessary that you are fully aware of the implications of the laws relevant to the area you are operating in. It is your responsibility to ensure compliance of all such laws applicable to your area of assignment, and to ensure that there is no case of violation of any of these laws by you directly or otherwise.

**12. Termination of Contract:**

Notwithstanding anything to the contrary contained earlier, the Company reserves the right to terminate your employment at any time without notice or payment in lieu of notice in the following cases:

- i. *Any violation of the Company's Code of Business Ethics*
- ii. *Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.*

*iii. Being adjudged an insolvent or applying to be adjudged as an insolvent or making a compromise or arrangement with your creditors or being held guilty by a competent court of any offence, including moral turpitude.*

*iv. Reconstruction or amalgamation of the Company, whether by the winding up of the Company or otherwise*

For the purpose of sub clause (10.i and 10.ii) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you and you shall not be entitled to question the same on any ground whatsoever.

Any dispute regarding your employment, terms of employment or non-employment or relating to the terms mentioned in this contract shall be referred to a sole arbitrator to be appointed by the Company. The place of arbitration shall be Mumbai.

You shall not at any time after your termination represent yourself as being in any way connected with the business of the Company, or use or disclose to any person firm or Company any information concerning the Company's products or business or customers which you may have acquired in the course of your employment, for your benefit or for the benefit of others, to the detriment of the Company.

**13. Others:**

All other standard rules and policies of the Company as existing and as may be amended from time to time, will be applicable to you.

The terms, conditions, benefits and privileges outlined above are subject to modification, alterations or deletion at the sole discretion of the Company without assigning any reason thereof and you will be bound by any such alteration, modification or deletion.

Please sign and return to us the enclosed copies of this letter signifying your agreement to the above terms.

We look forward to a long and a mutually successful association with you.

With regards,



**Santosh KADAM**  
**AGM - HUMAN RESOURCE**

**I have read and understood the above terms and conditions including the non-competition & confidentiality clauses and I agree & bind myself to the same:**

Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Chemical  
2021

**Re: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM**

2 messages

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> Thu, Nov 25, 2021 at 10:58 AM  
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, faculty@mitaoe.ac.in  
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Nitin Rane. Deputy Director MITAOE , Alandi - Pune" <deputydirector@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>, Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>

Dear all,

**Campus placement 2021 batch**

Let's congratulate the selected students and their faculty mentors.

FYKI, record and further necessary action, please.

Thanks.

On Thu, 25 Nov, 2021, 10:27 AM Gangadhar Phad, <gangadhar.phad@mitaoe.ac.in> wrote:

We are pleased to inform you that we have selected the following candidates for the post of Management Trainee:

1. Prajwal Machhindra Surve - Mechanical - 2021 Batch
2. Pavan Yuvraj Chavhan - Chemical - 2021 Batch
3. Adarsh Paraskar- Chemical - 2021 Batch
4. Kundan Kumar - Mechanical - 2021 Batch

CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

Website : [www.bdbipl.com](http://www.bdbipl.com)



**BDB INDIA PRIVATE LIMITED**

BUSINESS CONSULTING • MARKET RESEARCH

ASIA | AFRICA | EUROPE

503, Pentagon 1, Magarpatta City, Hadapsar, Pune - 411013



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---

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Wed, Mar 9, 2022 at 12:41 PM

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

From: **Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>  
Date: Thu, Nov 25, 2021 at 10:27 AM  
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BUSINESS CONSULTING - MARKET RESEARCH

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321

**MIT** Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

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**Re: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM**

2 messages

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3. Adarsh Paraskar- Chemical - 2021 Batch
4. Kundan Kumar - Mechanical - 2021 Batch

CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

Website : [www.bdbipl.com](http://www.bdbipl.com)



**BDB INDIA PRIVATE LIMITED**  
BUSINESS CONSULTING • MARKET RESEARCH  
ASIA | AFRICA | EUROPE  
503, Pentagon 1, Magarpatta City, Madapsar, Pune - 411013



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**Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Wed, Mar 9, 2022 at 12:41 PM

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

From: **Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>  
Date: Thu, Nov 25, 2021 at 10:27 AM  
Subject: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM  
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

We are pleased to inform you that we have selected the following candidates for the post of Management Trainee:

1. Prajwal Machhindra Surve - Mechanical - 2021 Batch
2. Pavan Yuvraj Chavhan - Chemical - 2021 Batch
3. Adarsh Paraskar- Chemical - 2021 Batch
4. Kundan Kumar - Mechanical - 2021 Batch

CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

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**30+** years  
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22

## Varroc Engineering Limited

Regd. & Corp. Office

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

Tel + 91 240 6653700  
Fax + 91 240 2564540

email: varroc.info@varroc.com  
www.varroc.com  
CIN : U28920MH1988PLC047335



**Date: 22 December 2020**

**To,  
Mayur Surve**

### JOB OFFER LETTER

**Dear Mayur,**

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,**

**Kavita Kulkarni  
Chief Human Resource Officer**

# Varroc Engineering Limited

Regd. & Corp. Office

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

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email: varroc.info@varroc.com  
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CIN : U28920MH1988PLC047335



<b>A) Monthly Emoluments</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Basic Salary	14,583	1,75,001
House Rent Allowance	7,292	87,501
Uniform Maintenance Allowance	1,250	15,000
Transport Allowance	1,600	19,200
Miscellaneous Allowance	11,886	1,42,632
<b>Sub Total A</b>	<b>36,611</b>	<b>4,39,334</b>
<b>B) Bonus</b>	2,405	28,860
<b>C) Retirals</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Provident Fund	1,800	21,600
Gratuity (As per Act)	701	8,418
<b>Sub Total C</b>	<b>2,501</b>	<b>30,018</b>
<b>D) Others</b>	<b>Per Month(Rs.)</b>	<b>Per Annum(Rs.)</b>
Uniform Cost(Rs. 150 per month)	150	1,800
<b>Total (A+B+C+D) i.e. Annual CTC</b>	<b>41,668</b>	<b>5,00,012</b>

# Varroc Engineering Limited

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Maharashtra, India

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Fax + 91. 240 2564540

email: varroc.info@varroc.com  
www.varroc.com  
CIN : U28920MH1988PLC047335



## Others:

1. Two sets of Uniform once a year
2. Gratuity is payable
3. 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

**Kavita Kulkarni**  
Chief Human Resource Officer

**MAYUR SURVE**

Mechanical Branch

2021 Batch

323

Vikas Singh <vssingh@mitaoe.ac.in>

## Fwd: Varroc Engineering: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:45 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Wed, Sep 23, 2020 at 3:19 PM  
Subject: Varroc Engineering: Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Varroc Engineering has selected the following 3 students of MITAOE 2021 batch, from the campus recruitment process:

1. Mayur Sambhaji Surve - B Tech, Mechanical
2. Ritesh Subhash Thakare - B Tech, Mechanical
3. Tejas Nitin Agarwal - B Tech, Electronics & Telecommunications

Remuneration offered by the company is Rs. 5.00 Lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Campus Placements <campus@varroc.com>  
Date: Wed, Sep 23, 2020 at 11:24 AM  
Subject: Selected Candidates-Varroc  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: Sonam Yanchen <Sonam.Yanchen@varroc.com>

Dear Hemant,

Please find the list of selected candidates as given below:

Also we might add 1-2 candidates more we will share you additional names by EOD.

Sr.No	Names	Branch
-------	-------	--------

1	Ritesh Subhash Thakre	Mechanical
2	Rupal Bhujade	Mechanical
3	Aditya Pandey	Mechanical
4	Aniruddha Tushar Joshi	Mechanical
5	Vivek Vijayan	Mechanical
6	Jay Sachin Shah	Mechanical
7	Mayur Sambhaji Surve	Mechanical
8	Yuga Desai	Polymer
9	Tejas Nitin Agarwal	E&TC
10	Purab Alok Jain	CS

Regards,

Chetna Patil

Campus Representative

Varroc

Mob.7030942831

324

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



**Dear Prof. Hemant Mali,**

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments



**Mandatory Internship or Continuous Skill Development (CSD) program.pdf**

492K



**Cognizant internship nomination Survey.xlsx**

45K



**Cognizant Internship 2021 - FAQs.pdf**

603K



**Cognizant 2021 Batch Recruitment - Results I.xlsx**

32K

Assessment ID	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861302147	1032171076	14967453	Aayush	Askhedkar	aayushaskhedkar99@gmail.com	8380065220	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861536636	1032170451	14967511	Abhishhek	Agrawal	abhishhek87464@gmail.com	8208112256	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441877168110	0220180113	14967256	Adesh	Kurhade	iamadesh110@gmail.com	9028990491	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861585564	0120170280	14967534	Aditya	Prakash	meadityaprakash@gmail.com	9326848890	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861625283	0120170168	14967486	Aditya	Mahajan	armahajan@mitaoe.ac.in	9834384047	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441877257314	0220180060	15082587	Akash	Neharkar	akashneharkar22@gmail.com	8412930945	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441877022568	220180312	14967261	Akshay	Murgase	akshaymurgase7175@gmail.com	9370693832	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441877974804	0220180196	14967262	Alpesh	Magar	amagar@mitaoe.ac.in	8208110959	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861612537	1032170243	14967553	Ameey	Sogodekar	ameysogodekar@gmail.com	7021245628	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861904912	1032170805	14967552	Ameey	Konde	ameysunikonde@gmail.com	9075252448	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861493074	1032171299	14967555	Amit	Jadhav	probook_aj440@gmail.com	8851329977	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861394452	1032181436	14966000	Anand	Ramanathan	anandram9765@gmail.com	9765173939	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861164367	0120170171	14967573	Aniket	Deihe	aniketdeihe1432@gmail.com	9834506481	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861330807	1032170830	14967576	Anish	Agarwal	anishagarwal149@gmail.com	7709333979	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861001163	1032170298	14967595	Anurag	Baswa	anurag_baswa17@gmail.com	9096166549	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861088399	0120170367	15082630	Ashish	Daundkar	ashishdaundkar111@gmail.com	7972484355	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

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

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Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant®

## CAMPUS RECRUITMENT 2021

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Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861088399	0120170367	15082630	Ashish	Daundkar	ashishdaundkar111@gmail.com	7972484355	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune



19-Apr-2021

Dear Aditya Mahajan,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967486**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

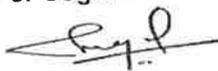
## 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Aditya Mahajan

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

327

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list

To: <hemant.mali@mitcoe.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant®

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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#### 4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

Assessment ID	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861302147	1032171076	14967453	Aayush	Askhekar	aayushaskhekar99@gmail.com	8380065220	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861536636	1032170451	14967511	Abhishek	Agrawal	abhishek87464@gmail.com	8208112256	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
1244187768110	0220180113	14967256	Adesh	Kurhade	iamadesh10@gmail.com	9028990491	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861585564	0120170280	14967534	Aditya	Prakash	meadiyaprakash@gmail.com	9326848890	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861625283	0120170168	14967486	Aditya	Mahajan	armahajan@mitaoe.ac.in	9834384047	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441877257314	0220180060	15082587	Akash	Neharkar	akashneharkar22@gmail.com	8412930945	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441877022568	220180312	14967261	Akshay	Mungase	akshaymungase715@gmail.com	9370693832	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441877974804	0220180196	14967262	Alpesh	Magar	amagar@mitaoe.ac.in	8208110959	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861612537	1032170243	14967553	Amey	Sogodekar	ameysogodekar@gmail.com	7021245628	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861904912	1032170805	14967552	Amey	Konde	ameysunikonde@gmail.com	9075252448	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861493074	1032171299	14967555	Amit	Jadhav	probookaj4400@gmail.com	8851329977	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861394462	1032181436	14966000	Anand	Ramanalhan	anandram9765@gmail.com	9765173939	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861164367	0120170171	14967573	Aniket	Deihe	aniketdeihe1432@gmail.com	9834506481	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861330807	1032170830	14967576	Anish	Agarwal	anishagarwal149@gmail.com	7709353979	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861001163	1032170298	14967595	Anurag	Baswa	anuragbaswa17@gmail.com	9096166549	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861088399	0120170367	15082630	Ashish	Daundkar	ashishdaundkar11@gmail.com	7972484355	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune



18-Apr-2021

Dear Akshay Mungase,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967261**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

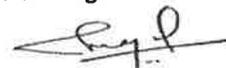
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Akshay Mungase

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



21-Mar-2021

Dear Alpesh Magar,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967262

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

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a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

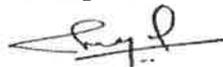
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Alpesh Magar

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
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20-Jan-2021  
Aniket Dethe  
B.Tech/B.E. Mechanical Engineering  
Maharashtra Institute of Technology,Pune

Dear Aniket,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Suresh Bethavandu  
**Global Head-Talent Acquisition**

I accept the terms and conditions of the offer as mentioned above.

**Signature:**

**Date:**



24-Mar-2021

Dear Ashish Daundkar,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 15082630

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Ashish Daundkar

**Designation:** Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

#### Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

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Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021

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offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861229852	1032170343	14967717	Harshvardhan	Patil	harshvardhanmitvpu@gmail.com	765711713	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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12441861710123	1032171414	14967787	Kunal	Wagh	kunaliwagh12@gmail.com	9820842239	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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333

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
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Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant®

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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861500905	1032170336	14967686	Harsh	Garg	hsbgarg@gmail.com	7588680731	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: &lt;AshokRanjith.Rajasekaran@cognizant.com&gt;

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist &amp; Interviews in progress list

To: &lt;hemant.mali@mitcoe.edu.in&gt;

Cc: &lt;Raunak.Chaudhary2@cognizant.com&gt;

# Cognizant

## CAMPUS RECRUITMENT 2021

**Dear Prof. Hemant Mali,**

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

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Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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**4 attachments**

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Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

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Ashok Ranjith Rajasekaran

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21-Mar-2021

Dear Kalyani Sankpal,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967314**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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



21-Mar-2021

Dear Nachiket Shende,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967828

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

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### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

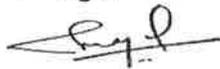
### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Nachiket Shende

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861086376	0120170192	14967828	Nachiket	Shende	shendenachiket@gmail.com	7559377339	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861758953	0120170105	14967848	Niyati	Sangode	niyatiaa174@gmail.com	7058141044	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861804084	220180142	14967387	Pooja	Sadatule	psadatule@gmail.com	8956367160	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861201167	1032170620	14967879	Pranav	Kale	pranavkale1999@gmail.com	9405602172	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861735980	0220180222	14967395	Prasad	Dabhade	prasaddabhade2000@gmail.com	9922180799	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441877898844	0220180173	14967290	Prashant	Lohare	prashlohare@gmail.com	8698789026	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861547155	220180051	14965991	Prathamesh	Kulkarni	prathameshkulkarni200@gmail.com	7755957830	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861518842	0120170390	14967891	Praik	Manjari	praikmanjari@gmail.com	8793021509	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861527484	0220180307	14749390	Praik	Jagtap	praikvjagtap01@gmail.com	9696840101	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861639847	120170414	14967909	Rahul	Sharma	rahulsharma@mitae.ac.in	7397978545	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861350600	1032170316	14967755	Rajas	Kulkarni	rajaskul10@gmail.com	9405806334	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861122304	1032170714	14967924	Raveesha	Chaubey	raveeshchaubey1@gmail.com	9168393591	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861089865	0120170275	14967925	Rehan	Yahoo	rehan@yahoo99@gmail.com	9892622064	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861646683	1032170041	14967694	Shashikant	Madane	shashikantmadane126@gmail.com	9970296188	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861791668	1032170383	14968025	Shreyas	Kolekar	shreyask8899@gmail.com	7391911199	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861043552	1032170390	14967679	Shreyash	Bompiwar	shreyash_bompiwar454@gmail.com	7066887688	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune



21-Mar-2021

Dear Pooja Sadafule,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

**Candidate ID – 14967387**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

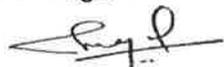
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Pooja Sadafulle

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

341

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861043552	1032170390	14967679	Shreyash	Bomplwar	shreyash_bomplwar454@gmail.com	7066887688	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune



21-Mar-2021

Dear Prashant Lohare,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology,Pune

Candidate ID – 14967290

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

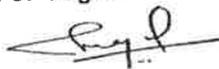
### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Prashant Lohare

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



20-Mar-2021

Dear Prathamesh Kulkarni,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14965991

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. 450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

**3.1 Cognizant Internship:**

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

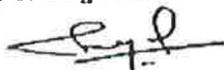
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

**3.3 GenC Training Post joining:**

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.



Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:



19-Apr-2021

Dear Pratik Manjari,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967891

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

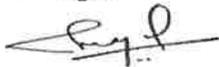
### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

Name: Pratik Manjari

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

**Leave & Vacation:**

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
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- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
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21-Mar-2021

Dear Pratik Jagtap,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14749390

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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Please note:

1. 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.

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

I Pratik Jagtap hereby agree that I have understood the terms and conditions of the current document accepted electronically on Mar 26 2021 at 12:28 AM effective from 2021-03-23. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

✓ I Pratik Jagtap hereby agree that I have understood the terms and conditions of the current document accepted electronically on Mar 26 2021 11:28AM effective from 2021-12-31

## Compensation and Benefits

Name: Pratik Jagtap

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
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2	HRA*	6300	75,600
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2. Redefine your salary structure within prescribed guidelines
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**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant®

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.

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4 attachments

-  Mandatory Internship or Continuous Skill Development (CSD) program.pdf  
492K
-  Cognizant internship nomination Survey.xlsx  
45K
-  Cognizant Internship 2021 - FAQs.pdf  
603K
-  Cognizant 2021 Batch Recruitment - Results I.xlsx  
32K

12441861086376	0120170192	14967828	Nachiket	Shende	shendenachiket@gmail.com	7559377339	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861758953	0120170105	14967848	Niyati	Sangode	niyatiaa174@gmail.com	7058141044	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861804084	220180142	14967387	Pooja	Sadarfule	pdsadarfule@gmail.com	8956367160	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861201167	1032170620	14967879	Pranav	Kale	pranavkale1999@gmail.com	9405602172	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
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12441861639847	120170414	14967909	Rahul	Sharma	rahulsharma@mitaoe.ac.in	7397978545	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861350600	1032170316	14967755	Rajas	Kulkarni	rajaskul10@gmail.com	9405806334	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
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12441861089865	0120170275	14967925	Rehan	Yahoo	rehanياهو99@gmail.com	9892622064	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861646683	1032170041	14967694	Shashikant	Madane	shshikantmadane128@gmail.com	9970296188	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861791668	1032170383	14968025	Shreyas	Kolekar	shreyask8899@gmail.com	7391911199	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune
12441861043552	1032170390	14967679	Shreyash	Bompliwar	shreyash_bompliwara454@gmail.com	7066887688	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology,Pune

347

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant®

## CAMPUS RECRUITMENT 2021



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Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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12441861092029	0220180085	14967441	Shubham	Holkar	sholkar@mitaoe.ac.in	7066072012	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861109770	1032170372	14967643	Shubham	Bhutada	shubham.ss.bhutada@gmail.com	8605813459	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861229235	0220180089	14967442	Shubham	Khairre	shubhamkhairre76@gmail.com	9730934220	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861335989	0220180042	14967439	Shubham	Dhumal	shubham1361999@gmail.com	8788143423	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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12441861862973	1032170080	14968053	Shubham	Kokate	kokate377@gmail.com	9284847643	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861078553	0120170374	14968061	Shubhanakar	Chinchore	shubhanakar.chinchore@gmail.com	8109663482	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861857066	1032181442	14967448	Soham	Kulkarni	soham.kulkarni2549@gmail.com	9673585454	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861614787	0120170135	14968083	Sumit	Mate	matesumit08@gmail.com	7775051968	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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12441861533214	1032170796	14968031	Tejas	Bansal	tejasbansal13@gmail.com	9099945449	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
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To: <hemant.mali@mitcoe.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



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23-Mar-2021

Dear Shubham Khaire,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14967442**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

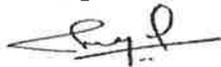
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Shubham Khaire

**Designation:** Programmer Analyst Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



19-Apr-2021

Dear Shubhankar Chinchore,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology,Pune

**Candidate ID – 14968061**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

## 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

## 3.3 GenC Training Post joining:

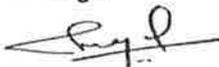
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Shubhankar Chinchore

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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352

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>  
Date: Wed, Dec 2, 2020 at 1:33 AM  
Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list  
To: <hemant.mali@mitcoe.edu.in>  
Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

12441861829897	1032171556	14967682	Shrijeet	Nagori	shrijeetnagori10@gmail.com	9405738342	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861092029	0220180085	14967441	Shubham	Holkar	stholkar@mitaoe.ac.in	7066072012	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861109770	1032170372	14967643	Shubham	Bhutada	shubham.ss.bhutada@gmail.com	8605813459	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861229235	0220180089	14967442	Shubham	Khaire	shubhamkhaire76@gmail.com	9730934220	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861335989	0220180042	14967439	Shubham	Dhumal	shubham1361999@gmail.com	8788143423	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861484714	1032170331	14968057	Shubham	Bhusare	shubham.bhusare@outlook.com	8087001950	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861862973	1032170080	14968053	Shubham	Kokate	kokate377@gmail.com	9284847643	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861078553	0120170374	14968061	Shubhankar	Chinchore	shubhankar.chinchore@gmail.com	8109663482	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861857066	1032181442	14967448	Soham	Kulkarni	soham.kulkarni2549@gmail.com	9673585454	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861614787	0120170135	14968083	Sumit	Male	matesumit08@gmail.com	7775051968	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861628492	1302170140	14968091	Swaraj	Aswar	aswar.ssb@gmail.com	8975378482	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861999021	0120170165	14968092	Tanay	Dhawas	tanaydha1999@gmail.com	9579889414	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861533214	1032170786	14968031	Tejas	Bansal	tejasbansal13@gmail.com	9099945449	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
12441861640584	1032170076	14967634	Vrishabh	Bagde	bagdevrshabh@gmail.com	9920141914	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune
1244186112944	1032170445	14967640	Yash	Bhosale	bhosaleyash@gmail.com	9004775800	B. Tech/B. E.	Mechanical Engineering	Maharashtra Institute of Technology, Pune



22-Mar-2021

Dear Tanay Dhawas,  
B.Tech/B.E., Mechanical Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14968092

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

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## 3.3 GenC Training Post joining:

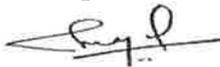
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

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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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Tanay Dhawas

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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As an associate you are also entitled to the following additional benefits:

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HRD/3T/1002024970/21-22

Mr. Rutvik Shinde  
At- Zullar, Post- Wadki  
Taluka- Ralegaon, Dist- Yavatmal  
Yavatmal-445308  
India

Ph: +91-7057361563

Dear Rutvik,

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**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.19 17:46:25 IST  
Reason: Digitally Signed  
Location: Bangalore

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

HRD/1002024970/21-22

Mr. Rutvik Shinde  
At- Zullar, Post- Wadki  
Taluka- Ralegaon, Dist- Yavatmal  
Yavatmal-445308  
India

Ph: +91-7057361563

Dear Rutvik,

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 **27-Sep-2021**.

#### **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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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, during probation. On 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 2021-22 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 month's 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 2020-21. 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)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rutvik Shinde			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
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
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
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
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (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. Rutvik Shinde		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
<b>1. MONTHLY COMPONENTS</b>			
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
<b>MONTHLY GROSS SALARY</b>			<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>			
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
<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>			
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>
<b>OTHER BENEFITS</b>			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			<b>Margin Money</b> (To be borne by the employee)
			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			

Mechanical - Branch  
2021 Batch

385

# BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: http://www.mhrdnats.gov.in/



## APPRENTICESHIP CONTRACT REGISTRATION FORM

### APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
SARODE PRANJAL ANANTRAO	Female	02-Oct-1999	23	
Father / Mother Name	Enrollment Number	Caste	PWD	
Vidhya	WMHG006210605854	OBC	NO	
Address for Communication		Mobile Number	Email Address	
Plot no 92, Harikiran Society, Malkapur Malkapur, BULDANA MAHARASHTRA - 443101		7414931961	Pranjalsarode02@gmail.com	

### EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
MIT ACADEMY OF ENGINEERING, ALANDI, PUNE	0220180226	Jun-2021	Graduate in MECHANICAL ENGINEERING

### TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
12-Aug-2021	12 Months	25000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

### NAME AND ADDRESS OF THE EMPLOYER

**B INDIA LIMITED - WMHPUP000633**  
Talegaon MIDC Navlakh Umbhre Road, Ambi Village, Talegaon Dabhade  
PUNE, MAHARASHTRA - 410507

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

### NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.

IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE AND TECHNICIAN APPRENTICES

2021 Part C  
Mechanical Branch

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
  2. It shall not be obligatory on part of the employer to offer any employment to the apprentice on successfully completing the apprenticeship training in their establishment nor shall it be obligatory on part of the apprentice to accept an employment under the employer
- NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the Central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
  4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
  - ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
  - iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
  - iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
  - (v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
  - (vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
  - (vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
  - (ii) Every employer is required to formulate a "Training Programme" for the training of Graduate/Technician apprentices and get it approved by the respective Regional Central Apprentice Adviser
  - (iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate/Technician Apprentice shall work according to the normal hours of work of the department in the establishment to which they are attached for training. Leaves for apprentices will be guided by the training establishments leave policy.
  - (ii) The stipend of a particular month shall be paid on or before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference



Vikas Singh &lt;vssingh@mitaoe.ac.in&gt;

**MIT** Academy of  
Engineering

**Fwd: Result: MIT Group-Pool Campus || SmartServ (4-7 LPA) - 2021**

Mon, Mar 14, 2022 at 3:54 PM

 Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Shrikant Gunjal &lt;shrikant.gunjal@mituniversity.edu.in&gt;

Date: Mon, Jan 11, 2021 at 2:58 PM

 Subject: Result: MIT Group-Pool Campus || SmartServ (4-7 LPA) - 2021 passing out BBA,B.Tech/B.E.,MBA,M.Tech./M.E.,M.Sc.,MCA  
 To: Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, Hemant Mali  
 <hemant.mali@mitwpu.edu.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, <vitthal.jagtap@mitcorer.edu.in>, Ajim Shaikh <ajim.shaikh@mituniversity.  
 edu.in>, MITCOM Placements <placements@mitcom.edu.in>, Rahul Makade <rahul.makade@mituniversity.edu.in>, Dineshkumar Bajaj  
 <dineshkumar.bajaj@mituniversity.edu.in>, Pranav More <pranav.more@mituniversity.edu.in>, Sonali Deshpande <sonali.deshpande@  
 mituniversity.edu.in>, Vishal Patil <vishal.patil@mituniversity.edu.in>, Amit Dharnaik <amit.dharnaik@mituniversity.edu.in>, Amit Patil  
 <amit.patil@mituniversity.edu.in>, Monika Bhojar <monika.bhojar@mituniversity.edu.in>, Reetika Kerketta <reetika.kerketta@mituniversity.edu.in>,  
 Parnika Kekre <parnika.kekre@mituniversity.edu.in>, Siddharth Salve <siddharth.salve@mituniversity.edu.in>, Dr. Sandeep Thorat  
 <sandeep.thorat@mituniversity.edu.in>

 Dear Sir, Ma'am,  
 Mr. Shreyas Kulkarni from MIT AOE has been selected for SmartServ.

Thank you for your valuable support and cooperation

 Best Regards-  
 Shrikant Gunjal  
 Corporate Relations  
 MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
 (+91) 91 6888 9898 / 99 2191 3988

On Wed, Dec 30, 2020 at 4:37 PM Shrikant Gunjal &lt;shrikant.gunjal@mituniversity.edu.in&gt; wrote:

 Respected Sir, Ma'am,  
 Kindly refer to the attachment of the shortlisted students for the 02nd interview round. I have informed the shortlisted students by mail; kindly share it  
 from your end as well.

 It is going to be on **GOOGLE MEET**. Students will be getting the calendar invites on their email ID's which they have given. The interviews are  
 scheduled Today, from 5.00 pm onwards.

 Best Regards-  
 Shrikant Gunjal  
 Corporate Relations  
 MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
 (+91) 91 6888 9898 / 99 2191 3988

On Tue, Dec 29, 2020 at 10:48 AM Shrikant Gunjal &lt;shrikant.gunjal@mituniversity.edu.in&gt; wrote:

 Respected Sir, Ma'am,  
 Kindly refer to the attachment of the shortlisted students for the interview round. I have informed the shortlisted students by mail; kindly share it from  
 your end as well.

The telephonic interviews are scheduled Today, from 6.00 pm onwards.

Good day!

 Best Regards-  
 Shrikant Gunjal  
 Corporate Relations  
 MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
 (+91) 91 6888 9898 / 99 2191 3988

On Wed, Dec 23, 2020 at 12:35 PM Shrikant Gunjal &lt;shrikant.gunjal@mituniversity.edu.in&gt; wrote:

 Respected Sir, Ma'am,  
 Kindly refer to the trailing mail for your perusal, please. **The campus HR team has shared the concerning details with the shortlisted students  
 as well.**

Hello,

Hope you all are doing great.

It gives me great pleasure that after reviewing your **SmartServ Aptitude Test** we have shortlisted you for the further evaluation process.  
**The deadline for the assignment submission is 1 PM, on the 24th of December, 2020.**

We'd love to pursue things further and want you to take up this one more assignment as a part of the selection process. This assignment is designed to help us understand your thoughts better and more importantly, it also gives you an idea of what we are looking for.

**You will find the details of the Business Assignment in the files attached.**

In the attachment, you will find the assignment itself as well as detailed instructions about how to complete the assignment. Please make sure to read all the instructions as they will help you complete the assignment more successfully. We are eagerly looking forward to seeing the completed assignment from you.

If you have any other questions about the assignment, please don't hesitate to ask!  
 Good Luck!

Best Regards-  
 Shrikant Gunjal  
 Corporate Relations  
 MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
 (+91) 91 6888 9898 / 99 2191 3988

On Wed, Dec 23, 2020 at 9:39 AM Shrikant Gunjal <shrikant.gunjal@mituniversity.edu.in> wrote:

Greetings of the day!

Respected Sir, Ma'am,

Kindly refer to the attachment regarding the shortlisted candidates from the Aptitude Round of SmartServ. The shortlisted candidates will receive further information on the selection process.

There are a total of 155 candidates are shortlisted for the further round. Thank you for your valuable cooperation, as always.

Best Regards-  
 Shrikant Gunjal  
 Corporate Relations  
 MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
 (+91) 91 6888 9898 / 99 2191 3988

On Fri, Dec 18, 2020 at 10:38 AM Shrikant Gunjal <shrikant.gunjal@mituniversity.edu.in> wrote:

Greetings of the day!

Respected Sir, Ma'am,

We have organized a pool campus drive of SmartServ for 2021 passing out UG (BBA, B.Tech./B.E.) & PG (MBA, M.Tech./M.E., MCA, M.Sc) students. Interested students should fill in the details by the end of the day. The selection process and further information will be shared with the registered students.

**Last date for Registration: Dec. 18th 2020; Friday, 09.00 pm**  
**Link for Registration: <https://forms.gle/8Jub3Q9hMSTy4E8B8>**

SmartServ ([www.smartserv.io](http://www.smartserv.io)) is a product startup from the house of award-winning SaaS business solutions. SmartServ's founding team consists of UW Madison, UC Berkeley alumni with strong-domain knowledge having built top-notch products and implementing them at Fortune 500 companies.

SmartServ is on a mission to build a powerful AI-powered assistant enabling service business' to focus and increase their sales metrics by scoring on lead opportunities which are ideally lost in the field. We are constantly mining recommendations to help service contractors gain efficiency and helping them spend more time in front of customers, not computers. Our customers stay in control of their business and have visibility into the most important data and metrics required and we give them insights to do more. At SmartServ, we aren't a company of silos. Team members are empowered and encouraged to pursue out-of-the-box ideas, think for themselves, and make mistakes. We encourage you to challenge our status quo.

In pursuit of this, we seek to hire talented fresh Graduates who can be a part of our growing team. This opportunity not only provides a platform to be a part of the multi-billion dollar SaaS product industry but also a chance to learn & grow far beyond one's current horizon.

We are looking to recruit Business Associates who can join us in January 2021 as Interns (for 6 months) and can get converted into Full-time Associates once they complete their final examinations.

**Below is the criteria:**

A Multi-tasking superhero

A Detail junkie who can spot new opportunities

A Creative thinker with out-of-box solutions.

A great communicator with an undivided focus on satisfying customers

**Here are the additional details:**

Job Descriptions & Selection Process – Attached

Stipend during the internship - Rs. 20,000 - 25,000 per month

**Overall CTC after conversion - Rs. 4-7 LPA**

**Employee Benefits** - Mediciam, Reimbursements, Free catered meals, and loaded pantry facility

**Location:** Pune

**Joining** - Jan 2021 as Interns and Fulltime conversion post the internship

Best Regards-  
Shrikant Gunjal  
Corporate Relations  
MIT ADT University, Pune  
<http://www.mituniversity.edu.in/>  
(+91) 91 6888 9898 / 99 2191 3988

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207189378/Pune**  
**Date: 10/01/2021**

Mr. Rahul Ashok Gite  
Plot No 1/B, Gat No 163, Midc, Police Colony Ajanta Road,  
Midc,  
Jalgaon-425001,  
Maharashtra.  
Tel# 91-7498889139

Dear Rahul Ashok Gite,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20207189378**

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati 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, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7727 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



including termination of traineeship/service without notice.

### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

## 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.

## 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.



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**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.

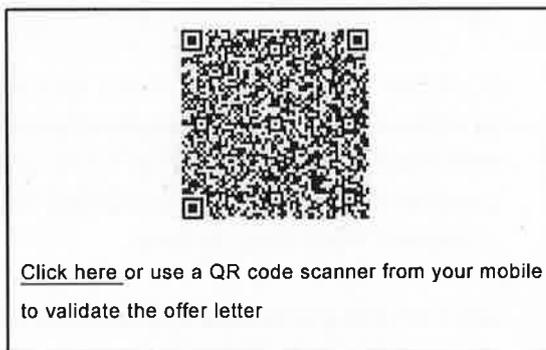
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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 TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Rahul Ashok Gite
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* 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.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate 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 employment, the Associate 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

Associate 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 Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 Associate 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 Associate 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, Associate shall execute from time to time, during or after the termination of his or her employment, 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 Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate 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. Associate 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**

Associate 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.**

Associate 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 Associate's Rights**

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate 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. Associate 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 Associate 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.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Mechanical Branch  
2021 Batch

---

**Fwd: Unschool : campus selections**

1 message

Wed, Mar 2, 2022 at 3:19

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Thu, Apr 8, 2021 at 1:36 PM  
Subject: Unschool : campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Unschool Learning has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Anjumfiza Shaikh - E & TC
2. Anshul Eknath Pimpalkar - E & TC
3. Atharva Kamlesh Wagadre - Chemical Engineering
4. Dimpal Ravikant Sapkale - Mechanical Engineering
5. Harshjeet Pundalk Patil - Mechanical Engineering

Remuneration offered by the company is Rs.5.00 Lacs per annum CTC.  
Forwarding herewith the confirmation mail received from the company, for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Pavan Thanay <pavant@unschool.in>  
Date: Thu, Apr 8, 2021 at 12:21 PM  
Subject: Re: MIT-WPU,Pune: : List of interested students for Unschool Learning (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings!

Here is the list of selected candidates for the role of Operations Executive at the company. Kindly inform the students and block them for the same.

Thanks and Regards

--  
Pavan Thanay Ramineni  
Sales Manager - Operations  
Hyderabad, India.

Phone: +91 910 001 0829  
Website: [www.unschool.in](http://www.unschool.in)

## Fwd: Unschool : campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:19

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From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Thu, Apr 8, 2021 at 1:36 PM  
Subject: Unschool : campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Unschool Learning has selected the following 2021 passing out batch students of MITAOE, from the campus recruitment process:

1. Anjumfiza Shaikh - E & TC
2. Anshul Eknath Pimpalkar - E & TC
3. Atharva Kamlesh Wagadre - Chemical Engineering
4. Dimpal Ravikant Sapkale - Mechanical Engineering
5. Harshjeet Pundalik Patil - Mechanical Engineering

Remuneration offered by the company is Rs.5.00 Lacs per annum CTC.  
Forwarding herewith the confirmation mail received from the company, for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Pavan Thanay <pavant@unschool.in>  
Date: Thu, Apr 8, 2021 at 12:21 PM  
Subject: Re: MIT-WPU,Pune: : List of interested students for Unschool Learning (2021 batch)  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Greetings!

Here is the list of selected candidates for the role of Operations Executive at the company. Kindly inform the students and block them for the same.

Thanks and Regards

--  
Pavan Thanay Ramineni  
Sales Manager - Operations  
Hyderabad, India.

Phone: +91 910 001 0829  
Website: [www.unschool.in](http://www.unschool.in)

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**Fwd: Wellspun Corp Ltd.: Campus Selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:17 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 Date: Tue, Apr 13, 2021 at 6:54 PM  
 Subject: Wellspun Corp Ltd.: Campus Selection  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Welspun Corp. Ltd. has selected one student of MITAOE- Akash Madhukar Salunke, (B.Tech Mechanical Engineering, 2021 passing out batch) from the campus recruitment process.

Remuneration offered by the company is Rs.3.80 lacs per annum CTC.  
 Forwarding herewith the formal confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: **Mahima Kumari** <Mahima\_Kumari@welspun.com>  
 Date: Mon, Apr 12, 2021 at 1:13 PM  
 Subject: Re: GET 2021 : Campus Hiring || Final Result  
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
 Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Hemant,

We had completed Virtual Campus for GET Hiring 2021 as per schedule.  
 Post completion of all the interviews we are glad to share the final results with you,

Sr. No.	Candidate name	Result	Domain
1	Shubham Jigajinni	Selected	Electrical
2	Yash Pamnani	Waitlisted	Electronics
3	Akash Salunke	Selected	Mechanical
4	Shubham Ganorkar	Waitlisted	Mechanical

Once again thank you for your co-operation and support throughout the process.

Request to share the confirmation of selected students and we will keep you posted about releasing offer letters by mid-May 2021

Please Note : Waitlisted candidate will only get confirmed in case drop-out of selected students

Please feel free to reach out to me in case of any clarification.

Look forward to connecting with you in future.

**Thanks & Regards,**  
**Kumari Mahima**  
**Human Capital & General Affairs**

**Welspun Corp Limited**

Welspun House, 5th Floor, Kamala City, Senapati Bapat Marg, Lower Parel (W), Mumbai 400 013, India  
Tel: +91 22 66136106 | Fax :+91 22 24908020

Registered Address : Welspun City, Village Versamedi, Taluka Anjar District Kutch, Gujarat 370 110, India  
Tel : +91 28 3666 1111 | Fax : +91 28 3627 9010

[www.welspuncorp.com](http://www.welspuncorp.com)

Corporate Identity Number: L17110GJ1985PLC033271

Welspun Group - Leading Tomorrow Together (Home Textile | Pipes And Plates | Infrastructure And Energy)

Think before you print

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26<sup>th</sup> March 2021

Dear Ms Chaitrali Gudur

Welcome to Tata Electronics Private Limited family.

We thank you for your decision to be part of our family and start your professional career here. We Wish you a bright future in both your personal and professional life.

TATA's are committed to providing continuous learning and growth opportunities to their employees. We hope you will be able to make the maximum of use of these. We invite you to participate in the enriching experience of building a world class organization and build an empowered future for yourself.

Your engagement with **Tata Electronics Private Limited (TEPL)** will be governed by the following terms and conditions.

We request you to read these conditions carefully and accord your acceptance by signing and returning the duplicate copy of this letter.

**1. Employment**

- 1.1 You will be joining as "**Graduate Engineer Trainee (GET)**" in **Tata Electronics Private Limited**  
Your training period shall be of one-year duration from your date of joining.
- 1.2 On completion of your training period and your performance being satisfactory, you will be offered an employment at equivalent levels of "Assistant Manager" / "Senior Engineer – I" as per your deployment in the plant.
- 1.3 You will retire from the services of the Company on completion of 60 (Sixty) years of age.
- 1.4 This contract can be mutually terminated by giving 1-month notice period or 1-month salary in lieu of notice period.
- 1.5 The Company reserves the right to terminate your employment at any time, without any notice period or payment of Salary in lieu thereof, if you are found to be in breach of any of the terms of the Offer letter, Appointment Letter, Tata Code of Conduct or the Company Policies.
- 1.6 In case your performance during the training period of one year is not found satisfactory, the management may (a) terminate the training during the training period or at the end of the same, without any notice (b) extend the training period. In case of continued unsatisfactory performance even during the extended period, the training may be terminated either during or at the end of such extended period

**TATA ELECTRONICS PRIVATE LIMITED**

(Formerly known as TRIL BENGALURU REAL ESTATE FOUR PRIVATE LIMITED)

Registered office: Corniche AI-Latheef Ground Floor A Wing No 25 Cunningham Road Vasanthnagar Bengaluru Karnataka India 560 052

Work office: Uddanapalli Village Shoolagiri Taluk Hosur 635 119 Krishnagiri District Tamil Nadu India

CIN U31100KA2020PTC133739



## 2. Compensation & Benefits

2.1 Your annual Cost to the Company ("CTC") is INR 5,25,000 (Rs Five Lacs Twenty-Five Thousand Only). The detailed split-up is given below...

Compensation Break up	Annual Amount
Basic Salary	2,58,000
House Rent Allowance	1,03,200
Fixed Allowance	1,20,430
Total Gross	4,81,630
Contribution to Provident Fund	30,960
Gratuity	12,410
Total Cost to Company (CTC)	5,25,000

2.2 You will be eligible for PF, and Gratuity from the day of your joining

2.3 You will be eligible for Superannuation as per company policy. However, contribution will be part of your CTC.

2.4 You and your dependents will be covered under medical insurance as per company policy.

2.5 You will be eligible for leave and Holidays as per company policy

2.6 Please keep the details of your compensation confidential.

## 3. Location

You will be initially posted at Hosur. However, based on business exigencies you may be relocated by the company anywhere in India or abroad. You may be transferred to a different position or unit/department of the company either in existence or which may come up pursuant to the requirement of the company. In addition, your services may be deputed to any of our client companies for work pertaining to or incidental to the client's business. You may be transferred to one of the company's subsidiaries or affiliates, pursuant to the requirements of the company and/or its subsidiary/affiliates at the sole discretion of Company.

## 4. Tata Code of Conduct

At Tata Electronics Pvt Ltd, the Tata Code of Conduct ("TCOC") serves as a guide to each employee on the values, ethics and principles expected of them in both personal and professional conduct. Prior to your joining, you will be given a booklet on the Tata Code of Conduct ("TCOC"). You should go through the TCOC thoroughly and you will also need to sign an acknowledgment that you have received and read the terms of TCOC. We at TEPL, expect all our employees to be in strict compliance of TCOC during their term of employment and no exceptions, whatsoever, are entertained.

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Work office: Uddanapalli Village Shoolagiri Taluk Hosur 635 119 Krishnagiri District Tamil Nadu India

CIN U31100KA2020PTC133735



#### 5. **Company Policies**

At TEPL, our Company policies are based on our vision, mission and values. Understanding the policies will help you settle into the Company and will continue to be of support during your tenure with us. The Company policies, regulations, rules or terms, as drawn up from time-to-time will apply to you ("**Company Policies**") right from the day you join us. You are expected to comply strictly with the Company Policies at all times. The periodical revisions made to the Company Policies will also apply to you.

#### 6. **Joining**

Your Joining date at TEPL will be **15<sup>th</sup> June 2021 (15/06/2021)**. You will be intimated of the location and the reporting time along with other joining requirements on acceptance of this offer.

You will be eligible for company paid accommodation and meals for one month from the day of joining.

#### 7. **Other Conditions**

By accepting this offer letter, you agree that all Intellectual Property Rights (as defined in the Company Policy) originated, conceived, written, made or discovered by you during the course of your employment with the Company or using the resources of the Company shall be deemed to be "work made for hire" for the Company (under the applicable law) and all such Intellectual Property Rights shall automatically vest with the Company from the very beginning. You will be required to sign the undertaking for assignment of Intellectual Property Rights which will be issued to you on your joining date. You are expected to be aware of the same and be in strict compliance of the same.

You agree to indemnify and hold the Company and its officers, directors and shareholders harmless against any and all losses, liabilities, actions, suits, claims, proceedings, damages, penalties, demands, costs or expenses (including reasonable legal fees) of whatsoever nature suffered or sustained by the Company as a result of or pursuant to the Liabilities, a breach of any of the terms of the Appointment Letter/ Company Policies, or as a result of your activities in violation of the scope specifically authorized in this Appointment Letter

#### 8. **Terms of Employment**

- 8.1 Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
- 8.2 It is a condition of your service to ensure secrecy and confidentiality of all documents, process and techniques of Company and Company's client.
- 8.3 During the period of employment with this Company, you will not engage yourself in any other work either paid or in honorary capacity.
- 8.4 Your appointment is being made on the basis of the information furnished by you to the Company and in case any information as given by you is found false or incorrect or by committing any act amounts to loss of confidence etc., your appointment will be deemed void and liable for termination without any notice or salary in lieu of such notice.

### **TATA ELECTRONICS PRIVATE LIMITED**

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CIN U31100KA2020PTC133739



- 8.5 Your address, as indicated in the office record of the Company shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you and in case there is any change in your residential address, you will intimate the same within 3 days of such change of address or else the address as appearing on the record of the company will be taken as your address.
- 8.6 You will be responsible for carrying out your work as assigned to you to the entire satisfaction of the Company.
- 8.7 You will actively participate in the Training & Development process organised by the company from time to time.
- 8.8 You will be punctual and regular in your duties and will not absent yourself or overstay your sanctioned leave without prior permission of the Company.
- 8.9 The Company reserves the right not to accept the resignation in case of any proceedings/action pending against you or that there are commitments for completion or other exigencies of work.
- 8.10 You will abide by the Conduct, Discipline of the Company and will abide by the Rules & Regulations of the Company which may be in force or introduced or amended from time to time.
- 8.11 Your appointment and continued employment shall be subject to be found physically, medically and mentally fit for carrying out your work as per requirement of the Company. You are to present yourself for medical examination as & when required by the Company.
- 8.12 Absence for a continuous period of twenty days without prior approval of your superior (including overstay) would be deemed to be abandonment of employment by you whereby you have relinquished your rights and claims on your employment your services would automatically come to an end without any notice or intimation.
- 8.13 In case of any breach of the terms and conditions stipulated in this appointment letter, the Company reserves its right to terminate your engagement with immediate effect without further notice to you.
- 8.14 At the end of your tenure of the period as specified above or on termination of employment with the Company for any reason, you must return all items and documents, if any, failing which you will be held guilty and suitable legal action can be taken against you.
- 8.15 In case the above terms and conditions are acceptable to you, you are requested to sign the duplicate of this letter for having understood and having accepted the same and return the same.

## **TATA ELECTRONICS PRIVATE LIMITED**

(Formerly known as TRIL BENGALURU REAL ESTATE FOUR PRIVATE LIMITED)

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Work office: Uddanapalli Village Shoolagiri Taluk Hosur 635 119 Krishnagiri District Tamil Nadu India

CIN U31100KA2020PTC133739



This offer is made in accordance with Indian laws and the courts of Bangalore will have exclusive jurisdiction with respect to all matters arising in relation to this offer letter.  
We look forward to having you with us at Tata Electronics Pvt Ltd and wish you a successful and rewarding career with us.

Yours Sincerely,

For Tata Electronics Private Limited.

*Ranjan Bandyopadhyay*

**Ranjan Bandyopadhyay**  
**Chief Human Resources Officer**

---

I ACCEPT THIS OFFER OF EMPLOYMENT

Signature:

Name:

Date:

**TATA ELECTRONICS PRIVATE LIMITED**

(Formerly known as TRIL BENGALURU REAL ESTATE FOUR PRIVATE LIMITED)

Registered office **Corniche Al-Latheef** Ground Floor A Wing No 25 Cunningham Road Vasanthnagar Bengaluru Karnataka India 560 052  
Work office **Uddanapalli Village** Shoolagiri Taluk Hosur 635 119 Krishnagiri District Tamil Nadu India  
CIN U31100KA2020PTC133739

Mechanical Branch  
2021 Batch



Ref : TGBS/TPINDIA/TE/2021-110  
Date: 01 June 2021

Ms. Vaishnavi Aloni  
02, Devendra Nagar,  
Near Gadge Baba Chowk, Jalgaon

Dear Vaishnavi,

**Sub: Our offer for the position of Trainee Engineer**

***Congratulations!!***

Reference your application and the interview you had with us, we are pleased to offer you a position of **Trainee Engineer** for a period of **1 (one) year** in our Company. On completion of the training period satisfactorily, you may be considered for absorption, in any discipline, solely at the discretion of the Company.

We would like you to join the Company on **02 August 2021**.

Initiation of your detailed training programme of one year requires you to join at one of our office locations, such location will be communicated to you in due course of time and well in advance of your joining date.

The compensation during the Training period shall be **INR 620,000 per annum** as attached in the Annexure.

This offer is subject to your clearing the final qualifying exams before the joining date with a minimum of 70% aggregate marks.

Your training can be terminated by giving One Month's notice in writing, from either side. The company may decide, at its own discretion, whether you are required for Training during the notice period. In the event that you request for an early release, then the management at its own discretion will decide for an early release date.

The position is currently located at our office at **Mumbai**. However, the Company's business conditions may warrant your assignment to another job function within the Company, and you may be posted to our domestic or foreign offices, project sites, from time to time.

Please submit the documents/information as mentioned in the enclosed Annexure-I, II & III **at the time of joining**. Also, you shall be required to sign a Secrecy Agreement with the Company, as per enclosed draft, due to the nature of the work & accessibility of confidential Company data.

**You are requested to return the duplicate copy of this letter duly signed in token of your acceptance.**

This offer will be treated as withdrawn if we do not receive any confirmation/response within 7 days from the date hereof.

Thanking you,

Yours faithfully,  
for **TECHNIP INDIA LIMITED**

**VENKATESH RAMASAMY**  
**HR SERVICE DELIVERY HUB LEAD – INDIA BU**

I accept and expressly agree  
to abide by the terms mentioned here

Technip India Limited  
Technology Center-2, B-Wing,  
5<sup>th</sup> Floor at L&T Business Park,  
Gate No. 5, Saki Vihar Road,  
Powai Campus, Mumbai, 400072  
Maharashtra, India  
Phone: +91 22 6700 2000  
Fax: + 91 6695 5041

**Corporate Office:**  
A - 602, Boomerang,  
Chandivali Farm Road,  
Andheri East, Mumbai - 400072,  
Maharashtra, India  
Phone: +91 22 6700 2000  
Fax: + 91 6695 504

**Registered Office:**  
B - 22, Okhla Industrial Area  
Ph-I, New Delhi - 110 020, India  
CIN: U72200DL1971PLC005742  
Phone: +91 11 2681 7632  
Fax: +91 11 2681 4135  
Website: technipenergies.com



Annexure

Particulars	Amount (in Rs.) Per Annum
Stipend	248,400
HRA	149,040
Special Allowance	120,752
City Compensatory Allowance	72,000
Employer PF Contribution	29,808
<b>Total</b>	<b>620,000</b>

In addition to above, some of the main features of the benefits available to the employees, as per policies/practices of the Co. and as per rules are:-

1. Birthday gift coupons
2. Visiting physician facility
3. Subsidized Lunch Facility
4. Group Term Insurance & Personal Accident Insurance
5. Mediclaim Insurance as per Co. Policy

Looking forward to long lasting and mutually rewarding relationship.

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**Fwd: Faurecia: Campus selection**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:15 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
Date: Fri, Apr 30, 2021 at 3:15 PM  
Subject: Faurecia: Campus selection  
To: <dir.tnp@mitaoe.ac.in>  
Cc: <dastoorkarpp@mitaoe.ac.in>, <deputydirector.cr@mitaoe.ac.in>, <Director@mitaoe.ac.in>

Dear Sir,

Faurecia has selected one student of MITAOE-Saurabh Gawade, (Mechanical Engineering, 2021 batch) from the campus recruitment. Remuneration offered by the company is Rs. 4.00 lacs per annum CTC.

Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: **Hemant Deepak Jain** <hemant.jain@firstnaukri.com>  
Date: Fri, Apr 30, 2021 at 12:46 PM  
Subject: RE: Regarding Faurecia interview status  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Placement Officer,

Request you to please find below update received from the HR Team Faurecia:

**Kindly inform the TPOs that we are going ahead with offer release of below candidate and ask them to block this candidate for us.**

Sr. No.	Candidate Name	Campus	Status	BG	Position
1	Saurabh Gawade	MIT Pune	To be offered	FIS	GET



Please feel free to reach out in case of any queries.

Thanks and regards

Hemant Jain

Assistant Manager - Sales Support

Office: 020-67495772

**Firstnaukri.com (A naukri.com Exclusive Site for Campus Hiring)**

2021 Batch  
Mechanical-Branch

363

5/6/2021

MIT Academy of Engineering, Alandi - Pune Mail - Offer | Saurabh Gawade | Graduate Engineer Trainee

**MIT** Academy of Engineering

Saurabh Gawade <smgawade@mitaoe.ac.in>

## Offer | Saurabh Gawade | Graduate Engineer Trainee

2 messages

**PANDEY Rajani** <rajani.pandey@faurecia.com>

Thu, May 6, 2021 at 8:49 PM

To: "smgawade@mitaoe.ac.in" <smgawade@mitaoe.ac.in>

Cc: PATIL Manish <manish.patil@faurecia.com>, GHOSH Jayita <jayita.ghosh@faurecia.com>, "NALAWADE Rachana (external)" <rachana.nalawade-ext@faurecia.com>, SHINDE Rishikesh <rishikesh.shinde@faurecia.com>, "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>

Dear Saurabh,

Congratulations on being selected to join Faurecia!

Faurecia is pleased to offer you for the position of "**Graduate Engineer Trainee**". Offer details are mentioned below for your perusal.

Your date of joining will be **5-Jul-2021**. We are sure that new assignments, office set-up and colleagues await you.

<b>Name:</b>	Saurabh Gawade
<b>Proposed Business Title:</b>	Graduate Engineer Trainee
Basic Salary	120,750
Car Allowance	0
Flexible Benefit Account ( FBA)	256,452
<b>Gross Comp. ( A )</b>	<b>377,202</b>
Provident Fund	14,490
Gratuity	5,808
<b>Retiral Benefit ( B. )</b>	<b>20,298</b>

Canteen	5,000
<b>Benefits (C)</b>	5,000
<b>CTC (A+ B+C)</b>	402,500

**Service Bond** – Notwithstanding any other clause mentioned in this Offer Letter, the employee acknowledges that the Company will be investing certain sum of money for necessary training and development of the employee to increase the efficiency and working skill in the specialized field and hence the employee confirms that he/she shall be mandatorily required to sign a Service Bond with the Company stating that he/she shall not terminate, leave or abandon his/her services with the Company for a period of at least 2.5 years, that is, 30 months after the date of completion of the aforesaid training.

The service bond will be for an amount of Rs. 225,000/- (Rupees Two Lakh Twenty Five Thousand Only) and in the event that the employee terminates, leaves or abandons his/her services with the Company either during the training period or within a period of 30 months from the date of completion of such training, for any reason whatsoever, the Employee and/or the Surety mentioned on the Bond will be liable to pay the entire bond amount of Rs. 225,000/- (Rupees Two Lakh Twenty Five Thousand Only) to the Company as more specifically described in the Service Bond document.

The contents of this Offer are strictly confidential between you and the Company. Please treat the contents hereof as personal and confidential.

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.

Please revert as a token of your acceptance. Many thanks in advance and looking forward to see you on-board as early as possible.

Regards,

**Rajani PANDEY**

Talent Acquisition Specialist

M: +91 8956803569 | [Linked In](https://www.linkedin.com/in/rajani-pandey) www.linkedin.com/in/rajani-pandey

5/6/2021

MIT Academy of Engineering, Alandi - Pune Mail - Offer | Saurabh Gawade | Graduate Engineer Trainee

**faurecia**  
inspiring mobility



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**Saurabh Gawade** <smgawade@mitaoe.ac.in>

Thu, May 6, 2021 at 10:13 PM

To: PANDEY Rajani <rajani.pandey@faurecia.com>

Cc: PATIL Manish <manish.patil@faurecia.com>, GHOSH Jayita <jayita.ghosh@faurecia.com>, "NALAWADE Rachana (external)" <rachana.nalawade-ext@faurecia.com>, SHINDE Rishikesh <rishikesh.shinde@faurecia.com>, "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>

I accept the offer.

Hello Ma'am,  
Thank you for giving me this opportunity. I accept this offer.

Thank you,  
Saurabh Gawade

[Quoted text hidden]

Mechanical Branch,  
2021 Batch

17th June'2021

Tinesh Shashikant Borole  
Pune

**Subject: Offer Letter**

Dear Tinesh,

With reference to your interview, we are pleased to offer you the position of **Trainee Analyst (L4)** at **Publicis Media-PGD** on the following terms and conditions:

1. Your starting total annual compensation on cost to company (CTC) basis will be as per Annexure-A along with this offer letter.
2. You will be working from our office at **Awfis Space Solution Pvt Ltd. 2<sup>nd</sup> floor, Nucleus Mall, Opposite Commissioner office, 1 Chruch Road, Camp Pune-411001**. This place of work can be changed based on exigencies of work.
3. You will be required to join the Company by **1<sup>st</sup> July' 2021** as indicated by you failing which this offer shall lapse.
4. Either party will give the other two months' notice to terminate this employment.
5. You will be issued a detailed formal appointment letter upon joining the Company.
6. You will be governed by the service rules/policies of the Company issued from time to time on all matters concerning your employment with the Company.
7. Withdrawal of offer of employment: The management reserves the right to withdraw the offer without notice on the following grounds.

**a. Unforeseen situations.**

The management reserves the right to withdraw the offer in the case of any unforeseen situations like but not limited to natural calamities/ war/pandemic.

**b. Negative reference checks/False information provided.**

If any declaration given, or information furnished by you proves to be false, or if you are found to have willfully suppressed any material information, in such cases, your employment with our organization will be forthwith terminated without any notice.

Kindly sign and return the duplicate of this letter as a token of your acceptance of the offer. We look forward to you joining our organization and to a mutually beneficial association.

For and on Behalf of **Publicis Media- PGD**,

**Shweta Gopalakrishnan**  
Head- Talent & Transformation

**Offer Accepted (Signature):**

Name:

Date:

Place:

**Publicis Media**

A Division of TLG India Pvt. Ltd.  
Registered Office: 36, Big Apple A,  
Dr. Shirodkar Marg, Parel,  
Mumbai - 400 012

Corporate Office:  
16th Floor, Urmi Estate, 95, Ganpatrao  
Kadam Marg, Opp. Dawn Mill Company  
Lower Parel, 400013 India.  
Tel. :+91 22 3300 0400



Annexure - A		
Name	Tinesh Shashikant Borole	
Designation	Trainee Analyst	
Level	L4	
Monthly Salary Components ( A )	Monthly	Annual
Basic	15,000	1,80,000
HRA	7,500	90,000
Special Allowance	9,003	1,08,400
Total ( A )	<b>31,533</b>	<b>3,78,400</b>
Deductions ( B )		
PF Employer Contributions	1,800	21,600
Total ( B )	<b>1,800</b>	<b>21,600</b>
Cost to Company (A+B )	<b>33,333</b>	<b>4,00,000</b>

**To Note:**

- The reimbursement amount is subject to submission of original bills and to the maximum amount indicated above
- Other deductions (TDS, PF employee contribution, LWF, etc) as mandated by law

**Deduction for Mediclaim Premium:**

- Self and Spouse and/or 2 children - Complete premium will be borne by the organization
- Parents - Employees have the option of taking a cover between Rs 2 lacs to 5 lacs as required and will have to pay the premium amount accordingly

Shweta Gopalakrishnan  
Head- Talent & Transformation

**Fwd: Publicis Media : Campus Selections**

1 message

Wed, Mar 2, 2022 at 3:13 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>  
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 Date: Tue, May 11, 2021 at 11:45 AM  
 Subject: Publicis Media : Campus Selections  
 To: R Mathew <dir.tnp@mitaoe.ac.in>  
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Publicis Media has selected the following two students of MITAOE 2021 batch, from the virtual campus recruitment process:

1. Tinesh Shashikant Borole - B.Tech Mechanical Engineering
- ✓ 2. Omkar Suresh Gijare - B.Tech Mechanical Engineering

Remuneration offered by the company is Rs.4.00 Lacs per annum CTC.  
 Forwarding herewith the confirmation mail for reference.

Regards,

Anil Kumar Pacha  
 Training & Placement

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

From: Rishav De <rishav.de@calyxpod.com>  
 Date: Mon, May 10, 2021 at 6:46 PM  
 Subject: Re: Publicis - Final Selects - Trainee Analyst  
 To: Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir,

Greetings from Calyxpod!!

Please find the second batch of final selects for the role of Trainee Analyst.

Name of Candidate	College/University	Email ID
Tinesh Shashikant Borole	MITWPU - Faculty of Engineering	<a href="mailto:tsborole@mitaoe.ac.in">tsborole@mitaoe.ac.in</a>
Omkar Suresh Gijare	MITWPU - Faculty of Engineering	<a href="mailto:osgijare@mitaoe.ac.in">osgijare@mitaoe.ac.in</a>
Sheel Shailesh Raikar	MITWPU - Faculty of Engineering	<a href="mailto:sheelraikarmav@gmail.com">sheelraikarmav@gmail.com</a>
Rishav Maiti	MITWPU - Faculty of Engineering	<a href="mailto:maiti.rishav07@gmail.com">maiti.rishav07@gmail.com</a>
Ishwari Ganesh Modak	MITWPU - Faculty of Engineering	<a href="mailto:831ishwari@gmail.com">831ishwari@gmail.com</a>

**Byju's : Campus selections**

2 messages

Mon, Jun 14, 2021 at 1:45 PM

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

Byju's has selected the following students of MITAOE from the virtual campus recruitment process:

S.No	Roll No	First Name	Last Name	Degree	Specializations	Batch
1	0120170072	Aniket	Dhanjode	B. Tech.	Mechanical	2021
2	0120170484	Ashank	Singh	B. Tech.	Mechanical	2021
3	220180201	Omkar	Mane	B. Tech.	Mechanical	2021
4	BCH 25	Sammed	Ranadive	B. Tech.	Chemical Engineering	2021
5	0220180137	Shailesh	Kirne	B. Tech.	Chemical Engineering	2021
6	0220180217	Shubham	Patil	B. Tech.	Chemical Engineering	2021
7	0220180304	Suraj	Joshi	B. Tech.	Mechanical	2021
8	620190105	Pritam	Akangire	B. Tech.	Mechanical	2020
9	120160146	Jayprakash	Umap	B. Tech.	Mechanical	2020

We wish you all the best

Wed, Mar 2, 2022 at 3:04

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Mon, Jun 14, 2021 at 1:01 PM  
Subject: Byju's : Campus selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

[Quoted text hidden]

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

From: Vibhor Mehrotra <vibhor.mehrotra@byjus.com>  
Date: Sun, Jun 13, 2021 at 2:01 PM  
Subject: CAMPUS RECRUITMENT DRIVE FINAL SELECTS  
To: <hemant.mali@mitwpu.edu.in>

Hi,  
Please find the below mentioned candidates who are final selects.

Aniket Dhanjode	aniket2dhanjode@gmail.com	amdhanjode@mitaoe.ac.in	9823287178
Sarthak sinha	sarthak.sinha4n@gmail.com	sinhayash.sinha@gmail.com	8806123007
Chaitanya Bajoria	chaitanyaabajoria@gmail.com	chinubajoria19@gmail.com	9284431538
Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shailesh Kirne	sdkirne@mitaoe.ac.in	shaileshkirne78@gmail.com	7020218740
Shubham Patil	patilsh@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammedsr@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7798807737
Ashank Singh	singhashank12@gmail.com	aasingh@mitaoe.ac.in	8108512222

**Vibhor Mehrotra**  
Sales Development Manager

M +91 7007892652

E vibhor.mehrotra@byjus.com

  
www.byjus.com



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communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

**Byju's : Campus selections**

2 messages

Mon, Jun 14, 2021 at 1:45 PM

Roy Mathew <dir.tnp@mitaoe.ac.in>  
To: cmd@mitaoe.ac.in

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4	BCH 25	Sammed	Ranadive	B. Tech.	Chemical Engineering	2021
5	0220180137	Shailesh	Kirne	B. Tech.	Chemical Engineering	2021
6	0220180217	Shubham	Patil	B. Tech.	Chemical Engineering	2021
7	0220180304	Suraj	Joshi	B. Tech.	Mechanical	2021
8	620190105	Pritam	Akangire	B. Tech.	Mechanical	2020
9	120160146	Jayprakash	Umap	B. Tech.	Mechanical	2020

We wish you all the best

Wed, Mar 2, 2022 at 3:04

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
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Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

[Quoted text hidden]

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Regards,

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Sarthak sinha	sarthak.sinha4n@gmail.com	sinhayash.sinha@gmail.com	8806123007
Chaitanya Bajoria	chaitanyaabajoria@gmail.com	chinubajoria19@gmail.com	9284431538
Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shallesh kirne	sdkirne@mitaoe.ac.in	shalleshkirne78@gmail.com	7020218740
Shubham Patil	patilsn@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammedsr@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7798807737
Ashank Singh	singhashank12@gmail.com	asasingh@mitaoe.ac.in	8108512222

**Vibhor Mehrotra**  
Sales Development Manager

M +91 7007892652  
E vibhor.mehrotra@byjus.com



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**Byju's : Campus selections**

2 messages

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Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shailesh kirne	sdkirne@mitaoe.ac.in	shaileshkirne78@gmail.com	7020218740
Shubham Patil	patilsn@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammedsr@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7798807737
Ashank Singh	singhashank12@gmail.com	aaslngh@mitaoe.ac.in	8108512222

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## Byju's : Campus selections

2 messages

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Dear sir,

[Quoted text hidden]

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

From: Vibhor Mehrotra <vibhor.mehrotra@byjus.com>  
Date: Sun, Jun 13, 2021 at 2:01 PM  
Subject: CAMPUS RECRUITMENT DRIVE FINAL SELECTS  
To: <hemant.mali@mitwpu.edu.in>

Hi,  
Please find the below mentioned candidates who are final selects.

Aniket Dhanjode	aniket2dhanjode@gmail.com	amdhanjode@mitaoe.ac.in	9823287178
Sarthak sinha	sarthak.sinha4n@gmail.com	sinhayash.sinha@gmail.com	8806123007
Chaitanya Bajoria	chaitanyaabajoria@gmail.com	chinubajoria19@gmail.com	9284431538
Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shallesh Kirne	sdkirne@mitaoe.ac.in	shalleshkirne78@gmail.com	7020218740
Shubham Patil	patilsn@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammedsr@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7798807737
Ashank Singh	singhashank12@gmail.com	aasingh@mitaoe.ac.in	8108512222

**Vibhor Mehrotra**  
Sales Development Manager

M +91 7007892652  
E vibhor.mehrotra@byjus.com



Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail

communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

370



## Offer | Ashish Kinge | Graduate Engineer Trainee

1 message

**PANDEY Rajani** <rajani.pandey@faurecia.com>

Mon, 14 Jun 2021 at 5:54 pm

To: ajkinge@mitaoe.ac.in <ajkinge@mitaoe.ac.in>

Cc: PATIL Manish <manish.patil@faurecia.com>, PATIL Kamlesh <kamlesh.patil@faurecia.com>, GHOSH Jayita <jayita.ghosh@faurecia.com>, NALAWADE Rachana (external) <rachana.nalawade-ext@faurecia.com>

Dear Ashish,

Congratulations on being selected to join Faurecia!

Faurecia is pleased to offer you for the position of "Graduate Engineer Trainee". Offer details are mentioned below for your perusal.

Your date of joining will be **2-Aug-2021**. We are sure that new assignments, office set-up and colleagues await you.

<b>Name:</b>	Ashish Kinge
<b>Proposed Business Title:</b>	Graduate Engineer Trainee
Basic Salary	120,750
Car Allowance	0
Flexible Benefit Account ( FBA)	256,452
<b>Gross Comp. ( A)</b>	<b>377,202</b>
Provident Fund	14,490
Gratuity	5,808
<b>Retiral Benefit (B.)</b>	<b>20,298</b>
Canteen	5,000

Benefits (C)	5,000
CTC (A+ B+C)	402,500

**Service Bond** – Notwithstanding any other clause mentioned in this Offer Letter, the employee acknowledges that the Company will be investing certain sum of money for necessary training and development of the employee to increase the efficiency and working skill in the specialized field and hence the employee confirms that he/she shall be mandatorily required to sign a Service Bond with the Company stating that he/she shall not terminate, leave or abandon his/her services with the Company for a period of at least 2.5 years, that is, 30 months after the date of completion of the aforesaid training.

The service bond will be for an amount of Rs. 225,000/- (Rupees Two Lakh Twenty Five Thousand Only) and in the event that the employee terminates, leaves or abandons his/her services with the Company either during the training period or within a period of 30 months from the date of completion of such training, for any reason whatsoever, the Employee and/or the Surety mentioned on the Bond will be liable to pay the entire bond amount of Rs. 225,000/- (Rupees Two Lakh Twenty Five Thousand Only) to the Company as more specifically described in the Service Bond document.

The contents of this Offer are strictly confidential between you and the Company. Please treat the contents hereof as personal and confidential.

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.

Please revert as a token of your acceptance. Many thanks in advance and looking forward to see you on-board as early as possible.

Regards,

**Rajani PANDEY**

Talent Acquisition Specialist

M: +91 8956803569 | [Linkedin](https://www.linkedin.com/in/rajani-pandey) [www.linkedin.com/in/rajani-pandey](https://www.linkedin.com/in/rajani-pandey)

**faurecia**  
Inspiring mobility



This electronic transmission (and any attachments thereto) is intended solely for the use of the addressee(s). It may contain confidential or legally privileged information. If you are not the intended recipient of this message, you must delete it immediately and notify the sender. Any unauthorized use or disclosure of this message is strictly prohibited. Faurecia does not guarantee the integrity of this transmission and shall therefore never be liable if the message is altered or falsified nor for any virus, interception or damage to your system.

Mechanical Branch  
2021 Batch

2:18 PM

TUBRO/SWB

37)



# Offer | Piyush Chaudhari | Graduate Engineer Trainee

Inbox

PANDEY Rajani 14 Jun

to me, PATIL, PATIL, GHOS... ▾



Dear Piyush,

Congratulations on being selected to join Faurecia!

Faurecia is pleased to offer you for the position of "**Graduate Engineer Trainee**". Offer details are mentioned below for your perusal.

Your date of joining will be **2-Aug-2021**. We are sure that new assignments, office set-up and colleagues await you.

<b>Name:</b>	Piyush Chaudhari
<b>Proposed Business Title:</b>	Graduate Engineer Trainee
Basic Salary	120,750
Car Allowance	0
Flexible Benefit Account ( FBA)	256,452
<b>Gross Comp. ( A)</b>	<b>377,202</b>
Provident Fund	14,490
Gratuity	5,808
<b>Retiral Benefit (B.)</b>	<b>20,298</b>
Canteen	5,000

<b>Gross Comp. ( A)</b>	377,202
Provident Fund	14,490
Gratuity	5,808
<b>Retiral Benefit (B.)</b>	20,298
Canteen	5,000
<b>Benefits (C)</b>	5,000
<b>CTC (A+ B+C)</b>	402,500

Mechanical Branch

2021 Batch

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**MIT** | Academy of  
Engineering

Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>

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## Fwd: Faurecia : Campus Selections

1 message

Wed, Mar 2, 2022 at 3:04 PM

Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
To: Vikas Singh <[vssingh@mitaoe.ac.in](mailto:vssingh@mitaoe.ac.in)>  
Cc: "Dr. Shitalkumar Jain" <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>

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

From: Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
Date: Mon, Jun 14, 2021 at 3:53 PM  
Subject: Faurecia : Campus Selections  
To: R Mathew <[dir.tnp@mitaoe.ac.in](mailto:dir.tnp@mitaoe.ac.in)>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <[dastoorkarpp@mitaoe.ac.in](mailto:dastoorkarpp@mitaoe.ac.in)>, Dr. Shitalkumar Jain <[deputydirector.cr@mitaoe.ac.in](mailto:deputydirector.cr@mitaoe.ac.in)>, Mahesh Goudar <[Director@mitaoe.ac.in](mailto:Director@mitaoe.ac.in)>

Dear Sir,

Faurecia has selected the following 2021 batch students of MITAOE, from the virtual campus recruitment process:

1. Ashish Kinge - B.Tech Mechanical
2. Piyush choudhari - B.Tech Mechanical
3. Rehan Yahoo - B.Tech Mechanical

Remuneration offered is Rs. 4.00 Lacs per annum CTC

Forwarding herewith the confirmation mail received, for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Hemant Deepak Jain <[hemant.jain@firstnaukri.com](mailto:hemant.jain@firstnaukri.com)>  
Date: Mon, Jun 14, 2021 at 12:38 PM  
Subject: RE: Faurecia - Update on Interviews  
To: Anil Kumar Pacha <[anil.pacha@mitaoe.ac.in](mailto:anil.pacha@mitaoe.ac.in)>  
Cc: Shweta Pachauri <[shweta.pachauri@firstnaukri.com](mailto:shweta.pachauri@firstnaukri.com)>, MIT-WPU Engineering Placements <[engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)>

Dear Placement Officer,

Request you to please find below candidates selected for Faurecia. Request you to please block these candidates from attending further placement process. Please note remaining candidates are rejected.

Their offer letters shall be shared soon.

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**Fwd: SM Auto Engineering: Campus selection**

1 message

Wed, Mar 2, 2022 at 3:03 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Sat, Jun 19, 2021 at 1:33 PM  
Subject: SM Auto Engineering: Campus selection  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

SM Auto Engineering Pvt. Ltd. has selected one student of MITAOE - Shubham Bhamare, (B.Tech Mechanical Engineering 2021 batch) from the campus recruitment process.

Remuneration offered by the company is Rs.2.79 Lacs per annum CTC.  
Forwarding herewith the formal confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Annasaheb Karale <a.karale@smauto.co.in>  
Date: Thu, Jun 17, 2021 at 6:29 PM  
Subject: Re: Fw: Final List of Shortlisted Candidates of MIT for Online Interviews...  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

**Greetings of the Day !!!**

PFA of Selection & Waiting List of MIT Candidates for your kind information & further line of action, to inform to the concerned Candidates accordingly.

As soon as their Final Year Results are declared, Selected & Passed Candidates can report for completing their joining formalities as Trainee Engineer in our Organization.

Thanks &amp; Regards,

Annasaheb Karale  
Manager-HR & Admin  
**SM Auto Engineering Pvt. Ltd;**  
Plot No : B-19, H-Block,  
MIDC, Pimpri, Pune (MH)-411018  
Website : www.smauto.co.in

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 **1-Final Selection List of MIT Candidates-14.6.2021.xlsx**  
12K

374

Balkrishna Industries Ltd.  
8-66, M.I.D.C., Waluj,  
Aurangabad - 431136 (M.S.)  
India.  
Tel: +91 240 6646950  
Fax: +91 240 2554143



30<sup>th</sup> June, 2021

To,  
Mr. Ajay Sunil Giramkar  
Limpangaon Road, Ajnui,  
Tq. Shrigonda, Ahmadnagar,  
Maharashtra – 414 701.

**Sub: Offer for the position of "Graduate Engineer Trainee"**

Dear Ajay,

Please refer to your application and the interview you had with us on 16.06.2021.

We are pleased to offer you the position of "Graduate Engineer Trainee" in our organization at our Waluj Plant Aurangabad on the terms and conditions explained and agreed by you at the time of interview.

You are advised to bring the following documents (Photocopies) at the time of joining the organization. Please also bring original documents for verification.

- [1] 4 Passport size recent color photographs.
- [2] Degree / Diploma Certificate and Final year mark sheet.
- [3] School Leaving or SSC Certificate for age proof.
- [4] Certificate in support of any additional skill/qualification you have acquired.
- [5] Photo Identity proof (2 copies -PAN Card & Aadhar card copy is must / Driving License/Election Card/Passport).
- [6] Medical fitness certificate from a Registered Medical Practitioner (M.B.B.S) along with the test reports such as Blood, ECG, Urine, X-ray of Chest & RTPCR Covid Test.
- [7] Any other document which you may feel necessary to be submitted.

You will join our organization on **05.07.2021**. A detailed letter of appointment will be issued to you subsequent to the submission of the above documents after your joining.

Please note that this offer of employment is based on the fact that you will be passing your final degree/diploma exams this year. If does not happen, you will loose lien on your employment immediately.

The company does not have a Policy of Service Bond – but we except you to serve the company for a minimum period of 3 years.

---

**Balkrishna Industries Ltd.**

Corporate Office: BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-400 013,  
(Maharashtra), India, Tel: +91 22 6666 3800, Fax: +91 22 6666 3898, website [www.bkt-tires.com](http://www.bkt-tires.com)  
Registered Office: B-66, Waluj Industrial Area, Waluj, Aurangabad-431 136 (Maharashtra), India

Balkrishna Industries Ltd.  
B-66, M.I.D.C., Waluj,  
Aurangabad - 431136 (M.S.)  
India.  
Tel: +91 240 6646950  
Fax: +91 240 2554143

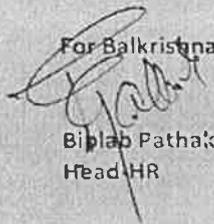


Please sign and return the duplicate copy of this letter as token of your acceptance of the offer. The acceptance should reach us within a week of receipt of this letter. You can pre-communicate your acceptance at jahangir.shahabadi@bkt-tires.com. You must also intimate us your residential address and mobile number for any further communication between us.

Please do not hesitate to contact Mr. Jahangir Shahabadi for any information / clarification at the above id or mobile no. 9823504482/9359343646.

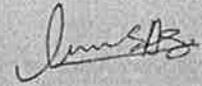
We welcome you to the BKT family and look forward for a long and successful career with us.

For Balkrishna Industries Limited,



Biplob Pathak  
Head HR

I accept



I accept the Offer & will join on 05.07.2021  
(Signature)

---

**Balkrishna Industries Ltd.**

Corporate Office: BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-400 013,  
(Maharashtra), India, Tel: +91 22 6666 3800, Fax: +91 22 6666 3898, website www.bkt-tires.com  
Registered Office: B-66, Waluj Industrial Area, Waluj, Aurangabad-431 136 (Maharashtra), India

375

Balkrishna Industries Ltd.  
B 66, M.I.D.C., Waluj,  
Aurangabad - 431136 (M.S.)  
India.  
Tel: +91 240 6646950  
Fax: +91 240 2554143



30<sup>th</sup> June, 2021

To,  
Mr. Vishal Dilip Wakade  
RB II 528 B, Railway Colony  
Kurduwadi, Solapur,  
Maharashtra – 413 208.

Sub: Offer for the position of "Graduate Engineer Trainee"

Dear Vishal,

Please refer to your application and the interview you had with us on 16.06.2021.

We are pleased to offer you the position of "Graduate Engineer Trainee" in our organization at our Waluj Plant Aurangabad on the terms and conditions explained and agreed by you at the time of interview.

You are advised to bring the following documents (Photocopies) at the time of joining the organization. Please also bring original documents for verification.

- [1] 4 Passport size recent color photographs.
- [2] Degree / Diploma Certificate and Final year mark sheet.
- [3] School Leaving or SSC Certificate for age proof.
- [4] Certificate in support of any additional skill/qualification you have acquired.
- [5] Photo Identity proof (2 copies -PAN Card & Aadhar card copy is must / Driving License/Election Card/Passport).
- [6] Medical fitness certificate from a Registered Medical Practitioner (M.B.B.S) along with the test reports such as Blood, ECG, Urine, X-ray of Chest & RTPCR Covid Test.
- [7] Any other document which you may feel necessary to be submitted.

You will join our organization on **05.07.2021**. A detailed letter of appointment will be issued to you subsequent to the submission of the above documents after your joining.

Please note that this offer of employment is based on the fact that you will be passing your final degree/diploma exams this year. If does not happen, you will loose lien on your employment immediately.

The company does not have a Policy of Service Bond – but we except you to serve the company for a minimum period of 3 years.

Mechanical Branch  
2021 Batch



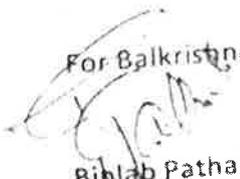
Balkrishna Industries Ltd.  
B-66, MIDC, Waluj,  
Aurangabad - 431136 (M.S.)  
India  
Tel: +91 240 6646950  
Fax: +91 240 2554143

Please sign and return the duplicate copy of this letter as token of your acceptance of the offer. The acceptance should reach us within a week of receipt of this letter. You can pre-communicate your acceptance at jahangir.shahabadi@bkt-tires.com. You must also intimate us your residential address and mobile number for any further communication between us.

Please do not hesitate to contact Mr. Jahangir Shahabadi for any information / clarification at the above Id or mobile no. 9823504482/9359343646.

We welcome you to the BKT family and look forward for a long and successful career with us.

For Balkrishna Industries Limited,

  
Biplab Pathak  
Head HR

I accept

  
I accept the Offer & will join on 05.07.2021  
(Signature)

Balkrishna Industries Ltd.

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**MIT** Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

---

**Fwd: BKT Tires : Campus Selections**

1 message

Wed, Mar 2, 2022 at 3:02 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
Date: Mon, Jun 28, 2021 at 11:13 AM  
Subject: BKT Tires : Campus Selections  
To: R Mathew <dir.tnp@mitaoe.ac.in>  
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

BKT Tires, Aurangabad has selected the following 2021 passing out batch students of MITAOE from the campus recruitment process:

1. Ajay Giramkar - B.Tech Mechanical
2. Vishal Wakade - B.Tech Mechanical
3. Aniket Mandlik - B.Tech Mechanical
4. Rushikesh Bhawar - B.Tech Mechanical

Remuneration offered by the company is Rs. 3.60 Lacs per annum CTC.  
Forwarding herewith the formal confirmation received from the company for reference.

Regards,

Anil Kumar Pacha  
Training & Placement

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

From: Jahangir Shahabadi <jahangir.shahabadi@bkt-tires.com>  
Date: Sat, Jun 26, 2021 at 5:08 PM  
Subject: Results BKT Tires Off Campus Hiring June 2021 - Congratulations  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Professor,

We are thankful to all the young talents of your college who participated in the BKT, Aurangabad - Off Campus Hiring on 16.06.2021.

The following students have been selected from your college to join our Organization as "Graduate Engineer Trainee".

The date of Joining for them is Monday, 05<sup>th</sup> July 2021 – 09:30 am at our Plant.

The offer letter would be communicated soon.

## BKT OFF Campus Hiring Production GET - June 2021

Sr.No.	Recruitment Date	College	Branch	Name of Student	Mobile No.
1	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Vishal Dilip Wakade	8208540328
2	16-06-21	MIT-WPU, Pune	Mechanical Engg.	Abhishek Deepak Agrawal	8208112256
3	16-06-21	MIT-WPU, Pune	Mechanical Engg.	Pratik Gopinath Kute	8805192845
4	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Ajay Sunil Giramkar	7745847066
5	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Aniket Raosaheb Mandlik	8999274017
6	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Rushikesh Vilas Bhawar	7620907046

**Big Congratulations to the selects!**

Thank You.

Regards,

Jahangir Shahabadi

Sr.Executive - HR

BKT Tires

Mobile No.- 0240-6646957 / 9823504482



**OFFICIAL TIRE PARTNER**



bkt-tires.com

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**Fwd: BKT Tires : Campus Selections**

1 message

Wed, Mar 2, 2022 at 3:02 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>  
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

BKT Tires, Aurangabad has selected the following 2021 passing out batch students of MITAOE from the campus recruitment process:

1. Ajay Giramkar - B.Tech Mechanical
2. Vishal Wakade - B.Tech Mechanical
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Remuneration offered by the company is Rs. 3.60 Lacs per annum CTC.  
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Training & Placement

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From: Jahangir Shahabadi <jahangir.shahabadi@bkt-tires.com>  
Date: Sat, Jun 26, 2021 at 5:08 PM  
Subject: Results BKT Tires Off Campus Hiring June 2021 - Congratulations  
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Professor,

We are thankful to all the young talents of your college who participated in the BKT, Aurangabad - Off Campus Hiring on 16.06.2021.

The following students have been selected from your college to join our Organization as "Graduate Engineer Trainee".

The date of Joining for them is Monday, 05<sup>th</sup> July 2021 – 09:30 am at our Plant.

The offer letter would be communicated soon.

## BKT OFF Campus Hiring Production GET - June 2021

Sr.No.	Recruitment Date	College	Branch	Name of Student	Mobile No.
1	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Vishal Dilip Wakade	8208540328
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3	16-06-21	MIT-WPU, Pune	Mechanical Engg.	Pratik Gopinath Kute	8805192845
4	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Ajay Sunil Giramkar	7745847066
5	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Aniket Raosaheb Mandlik	8999274017
6	16-06-21	MIT-AOE, Pune	Mechanical Engg.	Rushikesh Vilas Bhawar	7620907046

**Big Congratulations to the selects!**

Thank You.

Regards,

Jahangir Shahabadi

Sr.Executive - HR

BKT Tires

Mobile No.- 0240-6646957 / 9823504482



**OFFICIAL TIRE PARTNER**



[bkt-tires.com](http://bkt-tires.com)

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**HNI Corporation\_2021 batch selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:53 PM

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

From: **Karthik s (HNI-India)** <karthik.s@hni-india.com>  
Date: Mon, Aug 23, 2021 at 5:10 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hi Hemant / Nitin,

Below 3 candidates have been shortlisted for our training program. We have asked them to share few documents to proceed further.

1. Govind Verma
2. Ankita Shimpi
3. Akshay Ghule

Regards

Karthik

**From:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
**Sent:** 14 August 2021 11:22  
**To:** Karthik s (HNI-India) <karthik.s@hni-india.com>  
**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>; Wakte, Pranit (HNI Asia) <WakteP@hni-asia.com>; Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>  
**Subject:** Re: [EXTERNAL] MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch

Dear Karthik,

Further to the trailing email, hope you must have done with your recruitment Drive. Please let us know the names of students finally selected.

Await your reply.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships

Dr. Vishwanath Karad **MIT World Peace University**  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)

Website: <https://mitwpu.edu.in/> [[mitwpu.edu.in](https://mitwpu.edu.in/)]

Board No. 020-67473400 - Ext.3698/3133

WPU Logo for Email Signature (002)

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**Applus IDIADA Group**

IDIADA Automotive Technology India Pvt. Ltd.

Registered Office:

Unit No. 206, 2<sup>nd</sup> Floor, Sai Radhe Building,  
100-101 Raja Bahadur Mill Road, Off Kennedy Road,

Pune - 411001.India

Phone: +91 20 66056800

www.idiada.com

CIN: U35204PN2007FTC148355

Applus®  
IDIADA

Snehal Gawali

Shivaji Chauk, Narsinh Temple , Hipparaga

(Rava), Osmanabad, Osmanabad, Maharashtra, India – 413608

**Re: LETTER OF APPOINTMENT FOR THE POSITION OF “GET”**

Dear Ms. Shehal,

Further to the discussion held with you, it is our pleasure to offer you an appointment as **“GET”\_“DE\_CAE”\_(Level-8)**. in our organization, IDIADA Automotive Technology India Private Limited (the Company). The terms and conditions of your employment are as follows:

**1. Date of commencement**

The date of commencement of your employment shall be **07/12/2021 (MM/DD/YY)**.

**2. Period of employment**

Your employment shall initially be on probation for a period of three (03) months from the date of its commencement. In the event that your performance during this period is considered by Management to be not satisfactory, Management may, at its sole discretion either extend the probation for a further period of three (03) months or terminate the employment. On completion of the period of probation, your

employment shall either be confirmed as a Permanent Employee or, at the sole discretion of Management, be terminated.

### **3. Place of duty and reporting Lines**

You will initially report for your duties to our Registered office at Unit No. 206, 2nd Floor, Sai Radhe Building, 100-101 Raja Bahadur Mill Road, Off Kennedy Road, Adjoining Hotel Sheraton Grand, Pune 411 001. At the sole discretion of Management, you may be transferred to any other office of the Company anywhere in India.

Your reporting authority shall presently be **Hitendra Patil \_Sr Project Leader-CAE India**. However, this may be changed without prior intimation to you.

### **4. Remuneration & other benefits forming consideration for your services -**

#### **A. Remuneration –**

Your Annual Gross Compensation shall be Rs. **325000/-** and would be subject to deductions as per the Indian laws.

You will be free to structure this salary in any way beneficial to you, subject to conformity with Indian laws and per our internal guidelines. The salary will be received at the end of the month by bank transfer to a designated salary account that will be opened for you.

Statutory Bonus, if applicable, shall be paid over and above the Annual Gross Compensation to the extent and in the manner prescribed in the Payment of Bonus Act, 1965 (as amended from time to time). Statutory Contributions, if applicable, shall not form a part of the gross compensation mentioned above.

#### **B. Other benefits -**

a. *Voluntary Contribution to Provident Fund Scheme:* If permitted under the provisions of the Employees Provident Fund & Miscellaneous Provisions Act, 1952 (including regulations, schemes and rules thereunder) and subject to any limitations and conditions prescribed therein, you will be eligible to make a voluntary

contribution to the Employees Provident Fund Scheme and Employees' Pension Scheme administered by the jurisdictional Provident Fund Authorities of the Government of India over and above the Statutory Contribution thereto. This contribution shall, however, be limited to the difference between the amount of provident fund calculated based on "wages" as defined in the said Act and that calculated based on "Basic Salary" as per the rules and regulations of the Company and shall be matched by an equal contribution by the Company.

*b. Group Mediciclaim coverage:* Mediciclaim coverage shall be under the Group Mediciclaim Policy as applicable to your Level. You are requested to check the details of the Group Mediciclaim Policy with Human Resources department. To the extent to which you and/or your family members (as defined in the said Group Mediciclaim Policy) are covered under the aforesaid Policy, you may please note that the cover shall become effective from a date not later than 30 days from the date on which the said Policy applies to you and/or your family members. Any medical expenses incurred by you on your own behalf or on behalf of your family members who are entitled to be covered under the said Policy during the period of the 30 days aforesaid (or till commencement of cover, whichever is earlier) will be to your account and you will not have any claim against us in respect of the same. You are further informed that the Company shall not be liable to compensate you in any manner whatsoever in the event that any claim(s) you may make under the said Group Mediciclaim Policy is/are fully or partly rejected by the Insurance Company/Third-Party who administer the said Group Mediciclaim Policy.

*c. Rights to compensation under the Employees Compensation Act, 1923:* You shall be entitled to compensation in accordance with, and subject to the conditions of eligibility and the limitations prescribed in, the Employees Compensation Act, 1923 (as amended from time to time).

*d. Performance Bonus:* You will be eligible to be considered for payment of Performance Bonus under the Profit Bonus Policy with a Nominal Percentage of 3.50%. The Performance Bonus, if any, shall be paid at such time and in such manner as may be decided by Management from time to time.

e. *Maternity Benefit (applicable to female employees)*: You will be entitled to applicable benefits under The Maternity Benefit Act, 1961 (as amended from time to time). Details of every benefit available under the said Act are available at the portal of IDIADA India (commonly referred to as NSS) and you are advised to refer to the same.

f. *Joining Incentive*: In the event that Management has agreed to pay you an additional incentive for joining our services (as evidenced by a document signed by the undersigned that makes specific reference to such incentive), the amount of such additional incentive shall be decided with you after the date of your joining.

g. *Relocation Expenses*: In the event that your services are transferred to any other office, facility or site in a State other than that in which you are to regularly exercise your employment, you will be reimbursed expenses incurred by you towards relocating to such other office, facility or site in accordance with and the subject to the limits specified in the "Relocation Policy" of the company.

h. *Referral Bonus*: You will be eligible to receive referral bonus in accordance with, and subject to the limits specified in, the "Employee Referral Policy".

Please note that none of the benefits referred to above which are in kind can be exchanged in cash or cash-equivalent or interchanged *inter se*.

## **5. Collection of Personal Information and Sensitive Personal Data or Information**

Extant regulatory and statutory obligations as well as discharge of certain obligations imposed on the Company under the terms of this offer of employment require the Company to collect Personal Information as well as Sensitive Personal Data or Information from you from time to time. All such Personal Information and/or Sensitive Personal Data or Information shall be treated in accordance with our internal policies and procedures. You are required to consider according your consent in writing to our collection of Sensitive Personal Data or Information from you. We, however, advise you to read our internal policy and procedures in this regard before according your consent as stated herein.

## **6. Confidentiality and Secrecy**

You will be bound by the policies and procedures of the Company in respect of data and information security. Furthermore, you shall be required to agree in writing to the terms governing Confidential Information to which you may have access during the course of your employment. This offer of employment is contingent upon your accepting such terms and conditions and in the event that you do not agree to be bound by the same, this offer of employment shall be deemed to have lapsed. The terms and conditions referred to herein (and contained in a document entitled "Confidentiality and Secrecy") shall be provided to you together with this letter. You are advised to read the terms and conditions carefully before signing either that document or this letter of employment.

## **7. Proprietary Property**

During the course of your employment, you may conceive, develop or contribute to material or information related to the business of the Company including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which it is stored (referred to for the sake of convenience as "Proprietary Property"). The Company shall exclusively own all such Proprietary Property and all intellectual, industrial and other rights of any kind in or relating to such Proprietary Property, including but not limited to all copyright, patent, trade-secret and trademark rights. You hereby assign to the Company any or all rights that you may have or may obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by you outside normal working hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this clause if such material or information relates to the business of the Company. The employee shall keep full and accurate records

accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.

### **8. Other employment**

During your period of employment, you will work for the Company only and may not exercise any employment, business, profession, trade, callings or vocation at any other place.

### **9. Policies and Standards**

The Company has established a variety of policies and standards that are applicable to all its employees. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of Company and that these policies do not form a part of this offer of employment unless otherwise specified. It is agreed that if the Company introduces, amends or deletes employment-related policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of terms of this offer of employment.

### **10. Non-solicitation**

You hereby agree that, while you are employed by the Company and for one (01) year following the termination of your employment with Company, you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any Company employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of Company in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier.

## **11. Representation**

You hereby represent and warrant to the Company that you are not party to any written or oral agreement with any third party that would restrict your ability to accept this offer of employment or the document of Confidentiality and Secrecy or to perform your obligations hereunder and that you will not, by joining the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.

## **12. Termination of employment.**

If you desire to leave the services of the Company at any time, you will have to serve prior written notice of (a) 07 days for those who are on probation, (b) 90 days for all the confirmed employees irrespective of Levels; or face pro rata deduction of Annual Gross Compensation for any shortfall in the period of notice. Notice period cannot be adjusted against Leave balance. Notwithstanding the foregoing, your services may be terminated at the sole discretion of the Company without assigning any reason thereof, but with the above mentioned days' notice or pro-rated Annual Gross Compensation in lieu thereof, except in cases where the termination of employment arises from any act of misconduct or fraud as defined in rules of, or applicable to, the Company, or the grade in which you are working, in which case your services may be terminated without any notice and with no compensation payable to you in lieu thereof. Furthermore, if any declaration, statement, information given by you in the application in connection with your appointment is at any time found to be false or any material particular is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

## **13. Documents to be signed together with acceptance of this offer of employment**

The following documents are to be signed by you together with acceptance of this offer of employment and these documents shall form part of this offer of employment:

- a. Confidentiality and Secrecy.
- b. Consent for the collection by the Company of Personal Information as well as Sensitive Personal Data and Information. (Note that this is optional but in the absence of your consent, the Company may not be able to effectively discharge its obligations as employer).
- c. Commitment to Appplus Code of Ethics.
- d. Declaration of compliance with Anti-Bribery and Anti-Corruption practices.

If you agree to the aforesaid terms and conditions of your appointment in the Company, you are requested to communicate to us your acceptance of the above offer of appointment by duly affixing your signature on the duplicate copy of this letter of offer of appointment.

We wish you all the best in our Company.

Yours sincerely,



Mandip Singh Tack

Managing Director

Date: **07/12/2021 (MM/DD/YY)**



Employee Name:

Signature:

Date:

**WRITTEN CONSENT FOR COLLECTION OF SENSITIVE PERSONAL  
DATA AND INFORMATION**

[Refer clause 5 of Letter of Appointment read with Rule 5(1) of the Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011]

I, \_\_\_\_\_, upon joining the services of Idiada Automotive Technology India Private Limited ("the Company") on do hereby accord my consent to the Company to collect sensitive personal data or information (as defined in the aforesaid Rules) pertaining to me.

I confirm that I have read the applicable policies and procedures of the Company in relation to sensitive personal data or information and that these were made available to me prior to collection of the sensitive personal data or information.

I further confirm that I have accorded my consent of my own free will and not under force, duress or undue influence.

OR

I, \_\_\_\_\_, upon joining the services of Idiada Automotive Technology India Private Limited ("the Company") on \_\_\_\_\_ do not accord my consent to the Company to collect sensitive personal data or information (as defined in the aforesaid Rules) pertaining to me.

I am aware that I am solely responsible for any consequences in relation to my employment or its terms and conditions (whether express or implied) arising directly or indirectly from my refusal to accord consent to the Company for collection of sensitive personal data or information including (without limitation) delays in payment of salary and benefits.

I further confirm that I have refused to accord my consent of my own free will and not under force, duress or undue influence.

Signature: \_\_\_\_\_

Name of employee: \_\_\_\_\_

Employee ID: \_\_\_\_\_

Date: \_\_\_\_\_

## STATEMENT OF COMMITMENT

[Refer clause 13(c) of Letter of Appointment]

**I, the undersigned, declare** that I have read the Applus+ Code of Ethics and understand my obligation to comply with its content, as well as with the internal regulations that elaborate upon it (inter alia and in particular, the Global Anti-Corruption Procedure), which apply at all times. Likewise, I know the location of the Code of Ethics and the internal regulations that elaborate upon it on the intranet, where the latest versions of all rules are to be found at all times.

I am also aware that any non-compliance may give rise to disciplinary action in accordance with the law.

Employee name: \_\_\_\_\_

Place of work: \_\_\_\_\_

Employee signature: \_\_\_\_\_

Date: \_\_\_\_\_

## DECLARATION OF COMPLIANCE WITH ANTI-BRIBERY AND ANTI-CORRUPTION PRACTICES

[Refer clause 13(d) of Letter of Appointment]

I, \_\_\_\_\_, upon joining the services of Idiada Automotive Technology India Private Limited ("the Company") on do hereby declare as follows:

1. That I will not offer, promise, make, solicit or accept directly or indirectly, any unjustified benefit or advantage, illegal bribe, kickback or other improper or illegal payment to or from any person in connection, or in the course of, the discharge of my functions or any related activity as an employee of the Company.
2. That I will not corruptly make, offer, pay, promise or authorize, the payment or gift of money or anything of value directly or indirectly to any "Public Official" (or to the spouse, brother, sister, parent or child of such Public Official) as defined below, for the purpose of: (i) influencing any act or decision of the Public Official in his or her official capacity; (ii) inducing the Public Official to do or not to do an act in violation of a lawful duty; (iii) obtaining any improper advantage; or (iv) inducing the Public Official to influence the act or decision of a government or government instrumentality, in order to assist the Company or any persons dealing with the Company in obtaining or retaining business or securing any improper advantage, including any license, permit, government authorization or any decision related to this purchase.

**"Public Official"** means: (i) any official, officer, employee, representative or person acting as representative or in official capacities of (a) any federal, state, provincial, territory, county or municipal government or any department or agency thereof, (b) any public international organization or any department or agency thereof, or (c)

any company or other entity owned or controlled by any government; (ii) any political party or party official; and (iii) any candidate for political office.

3. That it has been explained to me that at any time, the Company may disclose information relating to a possible violation of this clause or the existence of this clause of my Letter of Appointment, including the compensation provisions, to a client, to a governmental or non-governmental agency and to anyone determined by the Company to have a legitimate need to know.
4. That notwithstanding anything herein to the contrary, in the event that the Company reasonably believes that I have breached or will breach any provision of this clause of this Letter of Appointment or reasonably believes that I have violated or will violate any such clause: (i) The Company shall have the right to unilaterally terminate the appointment; and (ii) I shall defend, indemnify and hold harmless the Company against any and all costs, damages, losses, liabilities, expenses, judgments, fines, settlements and any other amounts of any nature, including reasonable attorneys' fees arising from any improper payment made in violation of this clause or breach of this clause, directly or indirectly, by, on behalf of or with the knowledge of the Company.
5. That notwithstanding the generality of the above, I shall at all times comply with all applicable anti-corruption and anti-bribery laws that are presently in force in India or that shall come into force in India during the subsistence of my employment with the Company, including without limitation The Prevention of Corruption Act, 1988 (as amended from time to time).

Mechanical Branch  
2021 Batch

I further confirm that I declare as above of my own free will and not under force, duress or undue influence.

Signature:

Name of employee:

Employee ID:

Date:

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Mercedes-Benz

July 05, 2021

Arati Supekar  
940/2/5, Mauli Niwas  
Shahunagar, Shrigonda  
Ahmednagar - 413701  
Maharashtra

**Letter of Intent**

Dear Arati,

This has reference to your application and the interviews you had with us.

In connection with the above, we are pleased to offer you an employment with us as **Company Trainee - Certification & Technical Regulations Department.**

Your total compensation will be Rs. 300,000/- p.a., which includes Basic, H.R.A., Monthly Allowance, LTA and membership to Provident Fund as per the rules.

A detailed Appointment Letter will be handed over to you at the time of your joining.

This offer is valid subject to your:

1. Medical fitness, and
2. Final passing of the degree course (clearing all papers) with aggregate of 60% marks and producing the mark-sheet to us.

Your probable date of joining will be on July 12, 2021.



Mercedes-Benz

At the time of joining duty, please bring with you originals of the following documents for perusal, along with the certified copies, for our records;

- Age Certificate (SSC/School Leaving Certificate)
- Certificate(s) of educational qualifications. (A certificate of the last examination passed by you is essential.)
- Two, recent, passport size photographs.

Kindly intimate your acceptance via email.

Thanking you,

Yours faithfully,

Mercedes-Benz India Private Limited

*Colleen D'Souza*  
Colleen D'Souza  
General Manager  
Human Resources

*S Mandpe*  
Sanjeev Mandpe  
General Manager  
Human Resources

**Fwd: Selected Candidates | GAT-21 | JCB India Ltd.**

381

4 messages

**Jayant Patkar** <jdpatkar@mitaoe.ac.in> Fri, Aug 6, 2021 at 7:41 PM  
To: Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>  
Cc: "Dr. Dr Sheetalkumar Jain" <deputydirector.cr@mitaoe.ac.in>, Prafulla Hatte <prhatte@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Mr. Gangadhar Phad" <gangadhar.phad@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Dear Venu,

Two students from mechanical 2021 batch selected in JCB for 3L salary.

Both students finished internship at JCB.  
Without any interview OR written test company giving offer letters to Interns .

Thanks & Regards  
Jayant

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

From: <EXT-Nidhi@jcb.com>

To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Dear Sir,

I'm pleased to inform you that the following two candidates are selected for the position of GAT at JCB India Ltd. Request you to please inform them to report at JCB India, Talegaon on Monday at 8:30 AM.

- 1. Shubham Ganorkar
- 2. Pravin Wanjare

A monthly stipend of Rs. 25,000/- per month (Excluding transport and canteen deduction) will be paid to the trainees.

For documentation formalities, they will have to carry photocopy of their educational documents, aadhar card, PAN card and three passport size photographs.

Kindly let me know incase of any queries.

Thank you.

Regards,

**Venugopal Kulkarni** <vpkulkarni@mitaoe.ac.in> Fri, Aug 6, 2021 at 8:26 PM  
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>  
Cc: "Dr. Dr Sheetalkumar Jain" <deputydirector.cr@mitaoe.ac.in>, Prafulla Hatte <prhatte@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Mr. Gangadhar Phad" <gangadhar.phad@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Thank you for updates Sir.  
Glad to know this.

Venugopal  
[Quoted text hidden]



Dr. Prafulla Hatte <dean.smce@mitaoe.ac.in>

Fri, Aug 6, 2021 at 8:52 PM

To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Cc: Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>, "Dr. Dr Sheetalkumar Jain" <deputydirector.cr@mitaoe.ac.in>, Prafulla Hatte <prhatte@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Mr. Gangadhar Phad" <gangadhar.phad@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Great news. Happy to know it. 👍

Sent from my Vivo Y15

[Quoted text hidden]

---

Jayant Patkar <jdpatkar@mitaoe.ac.in>

Thu, Mar 10, 2022 at 2:13 PM

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

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

From: <EXT-Nidhi.DATTA@jcb.com>

Date: Fri, Aug 6, 2021 at 5:54 PM

Subject: Selected Candidates | GAT-21 | JCB India Ltd.

To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Cc: <Ashay.AREKAR@jcb.com>

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Kindly let me know incase of any queries.

Thank you.

Regards,

**Nidhi Datta | Human Resources** | JCB India Ltd. | 📞 +91 2114 304 000 | Ext.: 4455

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J. C. Bamford Excavators Ltd.

Registered Office: Rocester, Staffordshire, England. ST14 5JP

Registered No. 561597 England

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The contents of this Email communication are confidential to the addressee.

If you are not the intended recipient you may not disclose or distribute this communication in any form but should immediately contact the Sender.

The information, images, documents and views expressed in this Email are personal to the Sender and do not expressly or implicitly represent official positions and policies of the J C B group of companies ("JCB") and no authority exists on behalf of JCB to make any agreements, representations or other binding commitment by means of Email.

Mechanical  
2024

**Fwd: Selected Candidates | GAT-21 | JCB India Ltd.**

4 messages

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**Jayant Patkar** <jdpatkar@mitaoe.ac.in>

Fri, Aug 6, 2021 at 7:41 PM

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Thank you for updates Sir.

Glad to know this.

Venugopal

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✓ **P. Prafulla Hatte** <dean.smce@mitaoe.ac.in>

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To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

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J. C. Bamford Excavators Ltd.

Registered Office: Rocester, Staffordshire, England. ST14 5JP

Registered No. 561597 England

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**Fwd: : Offer Letter CPP-2021 - 3ea**

1 message

**Pramod Dastoorkar Head Corporate Relation - MITAOE**

Thu, Mar 10, 2022 at 10:28 AM

<dastoorcarpp@mitaoe.ac.in>

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

**Pramod P. Dastoorkar,**  
Head Corporate Relations,  
Asst Professor- (Mech), ME Design,  
MIT Academy of Engineering , Alandi ,Pune - 412105  
Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.  
<http://bit.ly/Dastoorkar>

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

From: **Corporate Relations Office MITAOE , Alandi** <croffice@mitaoe.ac.in>

Date: Fri, May 21, 2021 at 5:00 PM

Subject: : Offer Letter CPP-2021 - 3ea

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorcarpp@mitaoe.ac.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>, G.B.PHAD <gbphad@admin.maepune.ac.in>

Dear Fad sir,

Kindly collect the offer letters of the MIT aoe students for our record and inform the TnP dept at aoe and wpu.

On Fri, 21 May 2021, 4:34 pm Pramod Dastoorkar Head Corporate Relation - MITAOE, <dastoorcarpp@mitaoe.ac.in> wrote:

Anil pacha sir kindly add to placement list but do not block them on calyx pod company 3 ea ..salary 5 lakhs

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

From: **Ami Mehta** <ami.mehta@3ea.in>

Date: Fri, 21 May 2021, 11:52 am

Subject: Re: Offer Letter CPP-2021 - Vivek Deshmukh

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorcarpp@mitaoe.ac.in>

Cc: <vvdeshmukh@mitaoe.ac.in>, <hr@3ea.in>, <anand.munshi@3ea.in>, Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>, G.B.PHAD <gbphad@admin.maepune.ac.in>

Dear Mr. Pramod,

Apologies for the confusion and delay, Kindly find below the consolidated list of shortlisted students for 3EA process your reference.

Student Name	College Name
Stephen Vattaparambil	MIT ADT UNIVERSITY PUNE
Abhishek Golhar	MIT ADT UNIVERSITY PUNE
Maziya Fatima	MIT ADT UNIVERSITY PUNE
Sangeeta Balaram	MIT ADT UNIVERSITY PUNE
Vivek Deshmukh	MIT Academy of Engineering Alandi
Jaydip katkar	MIT Academy of Engineering Alandi
Saifullah Khan	MIT Academy of Engineering Alandi
Shrikant Lokhande	MIT Academy of Engineering Alandi

Neha Joshi	MIT School of Engineering MIT ADT university
Pranay Ingale	MIT School of Engineering MIT ADT university

Regards,  
Ami Mehta  
Senior Executive-Corporate HR  
HP: +91-9930796920  
Off : +91- 8303000500

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On 21-May-2021, at 11:08 AM, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in> wrote:

Dear Ami Mehta  
HR,  
3EA

Kindly Send us the Consolidated List of Students College Wise selected for the 3EA process

We need it for the Records of NBA and NAAC.

Warm Regards

**Pramod P. Dastoorkar,**  
Head Corporate Relations,  
Asst Professor- (Mech), ME Design,  
MIT Academy of Engineering , Alandi ,Pune - 412105  
Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.  
<http://bit.ly/Dastoorkar>

On Sun, May 16, 2021 at 12:56 PM <ami.mehta@3ea.in> wrote:

Dear Vivek Deshmukh,

Glad to see that you have accepted the Offer, It would be great having you on board with us.

Kindly find below the bank details in which you have to deposit the Refundable Security Amount which is INR 118,000 (100,000 Fees + 18% GST)

**Bank Details :**

3EA Limited  
HDFC Bank Limited  
Current Account No.50200035532679  
IFSC: HDFC0000019  
Branch - Mumbai Versova

Confirm once you have done the Payment, also send the proper Address on which we could courier the 3EA Kit.

Kindly note that the last date of payment would be May 21, 2021

Connect with me incase of any queries.

Regards,  
Ami Mehta  
Senior Executive-Corporate HR  
HP : +91-9930796920  
Off : +91-8303000500



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# 3EA<sup>®</sup>

## We Help You Grow

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Offer Letter Ref. : 9834971323

Created Date : 14-05-2021

Due Date : 21-05-2021

Offer Letter Created By : Ami Mehta

Offer Letter Status: **Accepted & Paid**

### Company Details:

**3EA Limited**

114, Inspire Hub, Adani Western Heights,

Andheri West, Mumbai - 400053

Phone : 8303000500

### Applicant Details:

**Jaydip Katkar**

Email : jkkatkar@mitaoe.ac.in

Phone : 9834971323

May 14, 2021

Jaydip Katkar,

A/p. Charoli, C block, Flat number -1206, Tanish Apartment, Near to Alandi - 412105, Tal :- Khed, Dist :- Pune

**Subject: Offer of Employment under Certified Professional Program-2021**

Dear Jaydip,

This is my pleasure to extend the following offer of employment under 'Certified Professional Program 2021', to you on behalf of 3EA Limited. We trust that your knowledge, skills and experience will be amongst our most valuable assets.

(384)  
(Signature)

8/10/2021

Please consider the following terms for your employment offer:

Present Designation during CPP : **Associate CPP-2021**

Designation after CPP : **Business Analyst**

Designation after successful completion of CPP-2021 as  
Total Cost to Company (CTC) : **INR 6,00,744 PA for Grade-A and INR 5,01,144 PA for Grade-B CPP Associates after successful completion of CPP-2021 as full time employees of 3EA Limited. In case of international postings, CTC will be accordingly revised.**

**full time employees of 3EA Limited. In case of international postings, CTC will be accordingly revised.**

Date of Joining : **Next working day after successful completion of 300 hours of CPP-2021**

Location of Work : **Mumbai, Lucknow, Singapore, Estonia or any other location as per the business requirement of 3EA Limited**

**Completion of Certified Professional Program-2021:**

This offer is subject to successful completion of CPP-2021 and successfully completing 300 Hrs training/associateship with the company.

Please note: This 300 Hrs training/associateship with the company, should be completed not before 3 months and not after 6 months of starting the CPP-2021. Any candidate who does not complete the CPP-2021 within 6 months of starting the CPP-2021, will be automatically out of the CPP-2021 and its further process.

**Background Check:**

This offer is subject to positive background check constituting educational qualifications, previous employment (if any), permanent address verification and criminal record check. This offer will be null and void, in case of receipt of negative background check on either of the above grounds.

**Confidentiality:**

During internship, employment or after cessation of employment, you shall not divulge, disclose or impart to any person/organisation by word of mouth or otherwise particulars of details of systems and procedures, technical know-how, trade-secrets, administrative or organisational matters pertaining to the company. Furthermore, you shall deliver promptly to the company on termination of this employment, all copies of confidential information relating to the company.

**Probation:**

You will be initially on probation for a period of 12 months starting from date of your joining as a full time employee.

**Termination during probation:**

Your services may be terminated at the discretion of the company, without assigning any reason, within 60 days' notice or salary in lieu of notice. Similarly during this period you may also resign without assigning any reason with 60 days' notice or payment of salary in lieu thereof.

If at any time during the term of this employment/ associateship hereunder you shall commit any serious misconduct or be in breach of any material term of this Contract, or be found to have provided information in your application that is incorrect or remain absent without notice 7 consecutive days or be convicted of any criminal offence including, but not limited to, any offence involving integrity or honesty the company may terminate your employment hereunder forthwith without any notice or payment in lieu of notice and upon such termination you shall not be entitled to any payment whatsoever for or in respect of the then current year of service or to claim any compensation or damages for or in respect or by reason of such termination.

**Notice Period after Probation:** Your notice period after probation will be the same , that is 60 days.

**Process, Fees and Refundable Security Deposit:**

You will undergo a certified professional program that will enable them to be a ready human resource for the management consulting industry in general and for 3EA Limited specifically. Post successful completion of 300 hours of CPP, you will be awarded by the certificate of CPP. There will be below modules of CPP:

1. **Module 1: 100 hours; General Management Program (GMP) based on 'Online content and Tutorials' at remote location (Online mode)**
2. **Module 2: 100 hours; Specialisation Management Program (SMP) based on 'Online content and Tutorials' at remote location (Online mode)**
3. **Module 3: 100 hours; On the Job Training (OJT); Working on live assignments of company at any Branch office.**

There are no fees for the training and certification of CPP.

You will be provided with a 3EA Kit including a Laptop/ MacBook. The assets including Laptop will be the property of 3EA Limited only, but will be issued to you officially.

You have 7 days to accept the offer by paying the required amount of INR 1 lakh + GST, from the date of issuing this offer letter, which is May 21, 2021. After the expiry of 7 days period, the offer will be automatically considered withdrawn and rolled out to the next candidate waiting. This amount of INR 1 lakh (refundable security amount) will be refunded after completion of 1 year of probation period of full time employment with 3EA Limited, after successful completion of 300 hours of CPP-2021.

**Reporting and Head Office:**

Your headquarter in the normal course of employment will be Mumbai, Maharashtra, India and you will report to your designated Supervisor.

We look forward to your joining 3EA Ltd, India growing team! Feel free to contact us if you have questions or concerns.

Please confirm your acceptance of this offer letter by sending a confirmation mail from your personal email id that your joining with 3EA in CPP-2021, is not in any contravention of your present employment/college agreement. The offer will automatically stand withdrawn, if we do not receive a confirmation email from you by the above mentioned date.

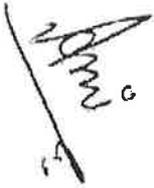
We welcome you to our organization and trust that we could mutually build a meaningful and rewarding career for you in our company.

**Note1: This offer is tentative and must not be used for negotiation with any other Company. Your offer is valid subject to a positive reference check from two references provided by you.**

**Note2: On successful completion of CPP-2021, a detailed appointment letter will be issued to you consisting all terms and conditions as per the HR Policy of 3EA Limited.** A sample of the same is an annexure of this document for reference.

**Note 3: Please note that as per the eligibility criteria you need to complete your graduation, and submit the certificate of same within one year of your probation period. In case if you fail to comply the eligibility criteria, then employment offer will stand revoked.**

Sincerely,  
For 3EA Limited



HR Corporate Office

### Annexure

Dear Name,  
On behalf of **3EA Limited**(the Company), I am pleased to offer you the position of Designation. You will be based at Location and will be the part of the **Vertical**, with the Company.

You shall report initially to the **Reporting Officer** and, or, any other person as decided by the Company from time to time. You shall be based at Location and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by Date, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of one year (the '**Probation Period**')from your actual date of joining, which may be extended by the Company at its discretion. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force.

At the end of the Probation Period, there shall be a 'Performance Review' and the Company may confirm your services with or without increment, subject to your performance meeting the requisite standard, by issuing the 'Confirmation Letter'. Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company, after confirmation shall be as follows:

#### A. Compensation for Garde A, CPP candidates

CTC Statement			
Salary Component	Monthly (INR)	Annual (INR)	Remarks
Basic Salary	20,000.00	240,000.00	Your basic salary inclusive of dearness allowance shall be INR 2,40,000 per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.
House Rent Allowance	10,000.00	120,000.00	You shall be entitled for 50% of the Basic Salary as your HRA i.e. INR 1,20,000 per annum, payable on monthly basis.
Special Allowance	6,800.00	81,600.00	You shall be entitled for Special Allowance i.e. INR 81,600 (Eighty One Thousand Six Hundred only) per annum, payable on monthly basis.
Performance Linked Variable Allowance	10,500.00	1,26,000.00	Minimum: Zero, Maximum: INR 126,000.00 (Assessed Monthly, Paid Quarterly). This component will be depending on the growth of the company, overall performance of the function and the contribution of the employee on pre-defined parameter.
Provident Fund	1,800.00	21,600.00	Company's contribution of PF@12% of Basic Salary
Gratuity	962.00	11,544.00	You will be entitled to Gratuity @4.81% of Basic Salary as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company
<b>Cost To Company (CTC)</b>	<b>50,062.00</b>	<b>600,744.00</b>	

#### B. Compensation for Garde B, CPP candidates

CTC Statement			
Salary Component	Monthly (INR)	Annual (INR)	Remarks
Basic Salary	20,000.00	240,000.00	Your basic salary inclusive of dearness allowance shall be INR 2,40,000 per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.
House Rent Allowance	10,000.00	120,000.00	You shall be entitled for 50% of the Basic Salary as your HRA i.e. INR 1,20,000 per annum, payable on monthly basis.
Special Allowance	1,800.00	21,600.00	You shall be entitled for Special Allowance i.e. INR 21,600 (Twenty One Thousand Six Hundred only) per annum, payable on monthly basis.
Performance Linked Variable Allowance	7,200.00	86,400.00	Minimum: Zero, Maximum: INR 86,400.00 (Assessed Monthly, Paid Quarterly). This component will be depending on the growth of the company, overall performance of the function and the contribution of the employee on pre-defined parameter.
Provident Fund	1,800.00	21,600.00	Company's contribution of PF @12% of Basic Salary
Gratuity	962.00	11,544.00	You will be entitled to Gratuity @4.81% of Basic Salary as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company
<b>Cost To Company (CTC)</b>	<b>41,762.00</b>	<b>501,144.00</b>	

### C. Other Entitlements

Your other entitlement, as may be determined by the Company Policy from time to time, shall be as follows:

#### 1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

## 2. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

## 3. Leave

You shall be entitled to leaves in a calendar year in accordance with Company Policy subject to applicable law.

## 4. Maternity Benefits (For Women Employees only)

It is clarified that any claim to aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

## D. Miscellaneous

### 1. Working Hours

You will be required to work eight (8) hours a day excluding one (1) hour break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

### 2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessments etc. of your personal income shall be fulfilled by you.

### 3. Confidential Information

- 3.1 For the purpose of this Appointment Letter, 'Confidential Information' in relation to the Company means: -
- i. trade secrets,
  - ii. lists or details of its suppliers, their services, or customers and the services and their terms of business,
  - iii. prices charged to and terms of business with clients,
  - iv. marketing plans and revenue forecasts,
  - v. any proposals relating to the future of Company or any of its business or any part thereof,
  - vi. details of its employees and officers and of the remuneration and other benefits paid to them,

vii. information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processors, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and

viii. Any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information, which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

#### 4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your reporting officer.

#### 5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

#### 6. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

#### 7. Human Resource Manual (CLOUD)

You are requested to familiarize yourself with the Company's human resource manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

#### 8. Intellectual Property

8.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation,

concepts, technique, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

8.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

## **E. Termination**

### **1. Without Cause**

1.1 The Company may terminate this Agreement without assigning any reasons upon sixty(60) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, you may also terminate this engagement without assigning any reasons upon sixty(60) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the sixty(60) days written notice or salary in lieu of thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 In case of termination of employment under Paragraph D.1.1 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accused and not been taken.

1.3 With the exception as laid out in Paragraph D.1.2 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

### **2. Breach or Misconduct**

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this engagement, without notice and with immediate effect, in the event you are:

- i. found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- ii. found to have engaged in any other act or omission, inconsistent with your duties; or
- iii. found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- iv. convicted of any criminal offence; or,
- v. found to have engaged in unauthorized absence beyond a period of seven (7) days.

vi. found involved in any affairs that conflicts with our business interests

### 3. Non-Performance

There will be measurement of your performance on pre-defined 'Key Result Areas' on live or monthly basis through a productivity index system used under the policies of the company. One financial year is divided into four quarters and after every quarter productivity audit will be done by the system, based on ratingfeedback. There will be three zones on rating scale 'Red', 'Yellow' and 'Green'. If you are rated under 'Red' zone for three consecutive months in a quarter, will be terminated from services on account of 'Non-Performance' without any notice period.

### 4. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

### 5. Return of Property

5.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including Android or Iphone), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

5.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

### F. Governing Law

This Agreement shall be governed and constructed in accordance with the laws of India and subject to arbitration, the courts in Mumbai shall have exclusive jurisdiction in relation to any disputes. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlement shall not begin to accrue until you commence work for the Company. If the term and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before Date failing which this offer stands automatically withdrawn

by the Company without any further notice to you.

#### **G. Verification and Reference Check**

Please note that our offer for employment with the company is conditional on satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks.

#### **H. Defamation**

During the term of employment 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. In case, if you found posting any defamatory/ negative statement about the Company on social websites or any professional website (like LinkedIn, Naukri.com, Indeed etc) then in that case Company would be liable to take Legal Action against you.

#### **I. Medical Fitness**

Your employment is subject to you being fit at all times by medical officer appointed / nominated by company.

#### **J. Force Majeure**

The employee understands and agrees that their job may end without notice, or payment of notice, if a natural disaster, workplace fire, flood or other similar major event beyond the employer's control makes it impossible for employment to continue. Where practicable, the employer will consult with the employee before exercising this clause.

#### **K. General:**

- i. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.
- ii. Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.
- iii. You will intimate in writing to the Company any change of address within a week from change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served on you.
- iv. The present designation is subject to change depending upon work assignment from time to time.
- v. You are being appointed by the company on the basis of information furnished and representation made by you. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and condition of employment or the company code of conduct, the company will be have right to terminate your services at any time without notice.

vi. You will be required to submit necessary certificates in support of your educational/ professional qualification, experience and other testimonials at the time of joining. The Relieving letter from your previous employer needs to be submitted within 60 (Sixty) days of your joining the services of the Company.

vii. This Appointment / employment is subject to:

- a. your submission of all mandatory documents
- b. clearance of background verification conducted by the company or any other external agency is authorized to conduct the same.
- c. completion of Mandatory trainings assigned to you, within stipulated time from your Date of Joining or as mentioned, the company reserves the rights to take strict action against you which may include keeping your salary hold till completion of the mandatory requirements.

Version 1.6.1

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# BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N.Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: http://www.mhrdnats.gov.in/



## APPRENTICESHIP CONTRACT REGISTRATION FORM

### APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
SARODE PRANJAL ANANTRAO	Female	02-Oct-1999	23	
Father / Mother Name	Enrollment Number	Caste	PWD	
Vidhya	WMHG006210605854	OBC	NO	
Address for Communication		Mobile Number	Email Address	
Plot no 92, Harikiran Society, Malkapur Malkapur, BULDANA MAHARASHTRA - 443101		7414931961	Pranjalsarode02@gmail.com	

### EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
MIT ACADEMY OF ENGINEERING, ALANDI, PUNE	0220180226	Jun-2021	Graduate in MECHANICAL ENGINEERING

### TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
12-Aug-2021	12 Months	25000.0	
Contract Regn. No.	Approved On	Approved By	
NA	NA	NA	

### NAME AND ADDRESS OF THE EMPLOYER

**B INDIA LIMITED - WMHPUP000633**  
Talegaon MIDC Navlakh Umbhre Road, Ambi Village, Talegaon Dabhade  
PUNE, MAHARASHTRA - 410507

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. However, we declare that the 50% stipendiary reimbursement for this contract shall not be claimed from the Government of India. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

### NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.

IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE AND TECHNICIAN APPRENTICES

2021 Part C  
Mechanical Branch

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
  2. It shall not be obligatory on part of the employer to offer any employment to the apprentice on successfully completing the apprenticeship training in their establishment nor shall it be obligatory on part of the apprentice to accept an employment under the employer
- NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the Central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
  4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
  - ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
  - iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
  - iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
  - (v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
  - (vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
  - (vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
  - (ii) Every employer is required to formulate a "Training Programme" for the training of Graduate/Technician apprentices and get it approved by the respective Regional Central Apprentice Adviser
  - (iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate/Technician Apprentice shall work according to the normal hours of work of the department in the establishment to which they are attached for training. Leaves for apprentices will be guided by the training establishments leave policy.
  - (ii) The stipend of a particular month shall be paid on or before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference

386

**Fwd: Intelligent Exterior Systems\_2021 batch**

1 message

Mon, Mar 14, 2022 at 3:47 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: NAYAK, Anju <anju.nayak@plasticomnium.com>  
Date: Tue, Aug 10, 2021 at 4:16 PM  
Subject: RE: MITWPU : List of students applied for Intelligent Exterior Systems\_2021 batch  
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, RAUT, Santosh <santosh.raut@plasticomnium.com>

Dear Mr. Hemant,

Ashwini Dongre has been shortlisted. We will be releasing the Offer letter soon.

Kind regards,

Anju

From: NAYAK, Anju  
Sent: Monday, July 26, 2021 5:11 PM  
To: hemant.mali@mitwpu.edu.in  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; RAUT, Santosh <santosh.raut@plasticomnium.com>  
Subject: FW: MITWPU : List of students applied for Intelligent Exterior Systems\_2021 batch

Dear Mr. Hemant,

With ref. to the Interview process of below candidate, Please find the detail as mentioned.

Date: 6<sup>th</sup> Aug'21 (Friday)

Timing: 1.30pm to 5.30pm

Venue:- Plastic Omnium Auto Exterior (India) Pvt. Ltd. E 3010, 3rd Floor, Marvel Edge Building, Opp. To Neco Garden Society, Viman Nagar, Pune-411014

Contact Person- Anju Nayak(9623459313) / +91 2067340700

Enclosure: Personal Detail Form.

Please ask all candidate to fill up the Form, attach recent Photo and resume along with it.

Also , Coviid -19 Antigen Test report is mandatory to show before they enter the premises and attend the Test.

Please confirm the presence of the candidate latest by 30<sup>th</sup> July'21 to plan the activity ahead.

Thankyou .

Kind regards,

Anju

**From:** NAYAK, Anju

**Sent:** Friday, June 18, 2021 6:58 PM

**To:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; RAUT, Santosh <santosh.raut@plasticomnium.com>

**Subject:** RE: MITWPU : List of students applied for Intelligent Exterior Systems\_2021 batch

Dear Mr. Hemant,

Following candidate has been shortlisted.

Next step include\_ Appearing for Engineering Test which will be held at our Office at Viman Nagar between 5<sup>th</sup> July to 9<sup>th</sup> July. Will communicate the final date shortly.

Request you to inform all the shortlisted candidate so that they are available in Pune during the scheduled date and time.

Thankyou.

Abida Habib
Dhanashree Bhamare
Pallavi MAGAR

Pratiksha Kadam
Prutha Dixit
Ramoli Choudhari
Shriya Pande
Ankita Shimpi
Arati Supekar
Archana Bhange
Ashwini Dongre
BHARATI DUSUNGE
Deepali Gopale
Komal Pagar
Pallavi Ogale
Pooja Pajgade
Pranjal Sarode
Shivkanya Kale
Snehal Gavali
Vaishnavi Jadhav

Kind regards,

Anju

**Fwd: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd**

1 message

Mon, Mar 14, 2022 at 3:45 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: <prajakta.ghodeswar@rieter.com>  
Date: Thu, Sep 2, 2021 at 5:35 PM  
Subject: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd  
To: Hemant Mali <hemant.mali@mitwpu.edu.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, <laulik.bhalekar@rieter.com>

Dear Sir,

Greetings for the day!

We have selected Balaji Palke for Machine Assembly department as a GET.

Maintenance department interview result will share tomorrow by EOD.

Thanks&amp; Regards,

Prajakta Ghodeswar  
HR ExecutiveRieter India Private Limited .  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
prajakta.ghodeswar@rieter.com  
----- Forwarded by Prajakta Ghodeswar/ARIP/RIETER on 02/09/2021 05:33 PM -----From: "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>  
To: Prajakta Ghodeswar/ARIP/RIETER@DT  
Cc: "MIT-WPU Engineering Placements" <engg.placements@mitwpu.edu.in>, Laukik Bhalekar/ARIP/RIETER@DT  
Date: 02/09/2021 05:05 PM  
Subject: Re: Fwd: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd**CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or on clicking links from unknown senders.**

Dear Prajakta,

Further to your interviews, please let us know the names of students finally selected, to enable us to refrain them from appearing to other companies visiting our campus and update our records.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnership  
Dr. Vishwanath Karad MIT World Peace University  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38  
Cellphone: +919890901010  
Email id: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)  
Website: <https://mitwpu.edu.in/>  
Board No. 020-67473400 - Ext.3698/3133On Fri, Aug 27, 2021 at 12:30 PM <prajakta.ghodeswar@rieter.com> wrote:  
Dear Sir,

As discussed with Nilin, kindly share the confirmed list of interview candidates for tomorrow's drive till today 1:00 PM.

Confirmed students list is required for transport management.

**Requirement:**Mechanical - 30  
Electrical - 10  
Computers - 10  
E&TC - 5 (Additional Requirement)

Also, please confirm the list of candidates for B.E Computers &amp; E&amp;TC. We are looking for minimum 10 confirmed candidates for IT GET.

Thanks&amp; Regards,

Prajakta Ghodeswar  
HR ExecutiveRieter India Private Limited .  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
[prajakta.ghodeswar@rieter.com](mailto:prajakta.ghodeswar@rieter.com)

From: Laukik Bhalekar/ARIP/RIETER  
To: "MIT-WPU Engineering Placements" <engg.placements@mitwpu.edu.in>, "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>  
Cc: Prajakta Ghodeswar/ARIP/RIETER@DT  
Date: 26/08/2021 07:43 PM  
Subject: Re: Fwd: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd

Dear Sir,

Greetings!!

As discussed, please find below attached list of short-listed students (Mechanical & Electrical) for placement drive at Rieter India Pvt. Ltd. (Shirwal Plant) on **Saturday 28th Aug 2021** for GET position.  
In the below attached list, we have given 1st & 2nd preference list for your ready reference. If any candidate is not ready from 1st list kindly prefer 2nd list candidates.

**Kindly share the final confirmed list of candidates.**

[attachment "MIT-WPU.xlsx" deleted by Prajakta Ghodeswar/ARIP/RIETER]

Thanks & Regards,  
Laukik Bhalekar  
Human Resources

Rieter India Private Limited,  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka:Khandala,  
District:Satara, Wing 412 801, Maharashtra (INDIA)  
[laukik.bhalekar@rieter.com](mailto:laukik.bhalekar@rieter.com)  
T +91 2169664277 4202

From: Prajakta Ghodeswar/ARIP/RIETER  
To: "MIT-WPU Engineering Placements" <engg.placements@mitwpu.edu.in>  
Cc: "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>, Laukik Bhalekar/ARIP/RIETER@DT  
Date: 08/26/2021 06:18 PM  
Subject: Re: Fwd: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd

Dear Sir,

Greetings!

As we discussed, we have postponed the interviews on **Saturday, 28th Aug 2021** for GET position.

We have arranged a company transport for students. There are two pick up stops.

1. MIT College Main Gate, Kolharud: Bus Arrival Time - 06:30 AM
2. Vadgaon Bridge (VRL Travel Office): Bus Arrival Time - 06:50 AM

We will share the driver details shortly.

Please note below points:

- Students should be Covid-19 vaccinated ( Atleast 1st dose is mandatory)
- Breakfast, Tea+snacks & Lunch will be arranged by Company.

Students should carry below documents:

- College ID card
- Resume/CV with photograph
- Covid-19 Vaccination Certificate

Thanks & Regards,

Prajakta Ghodeswar  
HR Executive

Rieter India Private Limited  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
[prajakta.ghodeswar@rieter.com](mailto:prajakta.ghodeswar@rieter.com)

From: "MIT-WPU Engineering Placements" <engg.placements@mitwpu.edu.in>  
To: Prajakta Ghodeswar/ARIP/RIETER@DT  
Cc: "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>  
Date: 26/08/2021 02:54 PM  
Subject: Fwd: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd

**CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or on clicking links from unknown senders.**

Dear Ms. Prajakta Ghodeswar,

As desired, please find attached the list of students and their CVs for your further proceedings.

Thank you.

With warm regards,

Dr Hemant Mali

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

From: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
Date: Thu, Aug 26, 2021 at 1:49 PM  
Subject: Re: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd  
To: <prajakta.ghodeswar@rieter.com>  
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, <laukik.bhalekar@rieter.com>

Dear Ms. Prajakta Ghodeswar,

Greetings,

As desired, please find attached herewith the list of interested 2021 passed out batch students for the Rieter India Private Limited Recruitment process.

Physically Available- NO	11
Physically Available- YES	40
Grand Total	51

Regards,  
Nitish Jadhav

On Tue, Aug 24, 2021 at 9:39 PM <prajakta.ghodeswar@rieter.com> wrote:  
Dear Sir,

Thank you for your positive response.

We are planning to have placement drive at Rieter India Plant Location on Friday, 27th Aug 2021 for all the open positions.

You are requested to inform all the students to be available on the above mentioned date for the Technical + Personal Interview.

Awaiting for the maximum profiles for Mechanical+ Electrical domain.

Thanks & Regards,

Prajakta Ghodeswar  
HR Executive

Rieter India Private Limited  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
prajakta.ghodeswar@rieter.com

From: "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>  
To: Prajakta Ghodeswar/ARIP/RIETER@DT  
Cc: "MIT-WPU Engineering Placements" <engg.placements@mitwpu.edu.in>  
Date: 24/08/2021 02:19 PM  
Subject: Re: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd

**CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or on clicking links from unknown senders.**

Dear Prajakta,

Thank you for your email.  
We are in the process of taking registration from our interested students.  
We will share the list of students tomorrow by 3.00 pm.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships  
Dr. Vishwanath Karad MIT World Peace University  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38  
Cellphone: +919890901010  
Email id: hemant.mali@mitwpu.edu.in  
Website: <https://mitwpu.edu.in/>  
Board No. 020-67473400 - Ext.3698/3133

On Tue, Aug 24, 2021 at 8:46 AM <prajakta.ghodeswar@rieter.com> wrote:  
Dear Sir,

Greetings for the day!

You are requested to share the profiles for the below mentioned requirement.

Thanks& Regards,

Prajakta Ghodeswar  
HR Executive

Rieter India Private Limited  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
[prajakta.ghodeswar@rieter.com](mailto:prajakta.ghodeswar@rieter.com)

----- Forwarded by Prajakta Ghodeswar/ARIP/RIETER on 24/08/2021 08:44 AM -----

From: Prajakta Ghodeswar/ARIP/RIETER  
To: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)  
Cc: [engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)  
Date: 21/08/2021 02:41 PM  
Subject: Fw: New Requirement for Placement Pool - Rieter India Pvt Ltd

Dear Sir,

Greetings for the day!

You are requested to share the profiles for the below mentioned requirement.

Please note: Working days will be 6 days ( Mon- Sat) and have to come in shifts if required.

Thanks& Regards,

Prajakta Ghodeswar  
HR Executive

Rieter India Private Limited  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
[prajakta.ghodeswar@rieter.com](mailto:prajakta.ghodeswar@rieter.com)

----- Forwarded by Prajakta Ghodeswar/ARIP/RIETER on 21/08/2021 02:38 PM -----

From: Prajakta Ghodeswar/ARIP/RIETER  
To: "Dr. Hemant Mali" <[hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)>  
Cc: "MIT-WPU Engineering Placements" <[engg.placements@mitwpu.edu.in](mailto:engg.placements@mitwpu.edu.in)>  
Date: 18/08/2021 12:21 AM  
Subject: New Requirement for Placement Pool - Rieter India Pvt Ltd

Dear Sir,

Greetings from Rieter India Pvt.Ltd!

This is with reference to our telephonic discussion regarding the Graduate Engineer Trainee position in Production Department in Rieter India Pvt. Ltd.

1. Sheet Metal - 1 Vacancy for Mechanical
2. Machine Assembly - 1 Vacancy for Mechanical
3. Maintenance - 3 Vacancies (Bachelor/Diploma students are eligible)
4. Quality Assurance - 1 Vacancy for Electrical : URGENT

PFA,

Kindly go through our short introduction about the company and vacancy for Graduate Engineer Trainee Position.



**Rieter is the 225 years old world's leading supplier of systems for short-staple fiber spinning. Based in Winterthur (Switzerland), the company develops and manufactures machinery, systems and components used to convert natural and man-made fibers and their blends into yarns. Rieter is the only supplier worldwide to cover spinning preparation processes as well as all four end spinning processes currently established on the market. Furthermore, Rieter is a leader in the field of precision winding machines. With 16 manufacturing locations in ten countries, the company employs a global workforce of some 5 150, about 20% of whom are based in Switzerland. Rieter is listed on the SIX Swiss Exchange under ticker symbol RIEN.**



Currently we have an opening for Graduate Engineer Trainee based at our Wing location office with following expertise.

Job Title	Graduate Engineer Trainee in Production Function
-----------	--------------------------------------------------

Department	Sheet Metal+ Machine Assembly+ Quality Assurance+ Maintenance
Location	Shirwal Plant
Facilities	Bus Transportation & Canteen Facility (Subsidised) Rieter Residential Colony (wrt to availability) 6 Days working (Sunday OFF)
Key Competencies	Excellent Communication Skills
Technical Competencies	Advanced Excel & Power point Presentation
Education/Qualification	B.E Mechanical - 5 Vacancy & B.E Electrical -1 Vacancy for Quality Assurance
Professional Experience	Practical knowledge for 0-1 years
Salary range	As per company norms

If you are willing to work with Rieter India Pvt Ltd, Kindly revert to this mail with your updated resume.

Awaiting for your kind response.

Thank You.

**STAY SAFE & STAY HEALTHY!**

Thanks & Regards,

Prajakta Ghodeswar  
HR Executive

Rieter India Private Limited  
Gat No 768/2, Village Wing,  
Shindewadi-Bhor Road, Taluka : Khandala,  
District : Satara, Wing 412 801, Maharashtra (INDIA)  
T +91 2169 66 4277 4243 M+919511714698  
[prajakta.ghodeswar@rieter.com](mailto:prajakta.ghodeswar@rieter.com)

[attachment "image002.png" deleted by Prajakta Ghodeswar/ARIP/RIETER] [attachment "Rieter\_52 List-Recruitment-Drive---2nd-Time-Registered-Students-26-08-2021\_2021 Batch.xlsx" deleted by Prajakta Ghodeswar/ARIP/RIETER] [attachment "MITWPU Profiles\_Rieter\_2021.zip" deleted by Prajakta Ghodeswar/ARIP/RIETER]



MIT WORLD PEACE  
UNIVERSITY



Image002.png  
25K

Centre for Industry Academia Excellence

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**HNI Corporation\_2021 batch selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:53 PM

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

From: **Karthik s (HNI-India)** <karthik.s@hni-india.com>  
Date: Mon, Aug 23, 2021 at 5:10 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hi Hemant / Nitin,

Below 3 candidates have been shortlisted for our training program. We have asked them to share few documents to proceed further.

1. Govind Verma
2. Ankita Shimpi
3. Akshay Ghule

Regards

Karthik

**From:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
**Sent:** 14 August 2021 11:22  
**To:** Karthik s (HNI-India) <karthik.s@hni-india.com>  
**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>; Wakte, Pranit (HNI Asia) <WakteP@hni-asia.com>; Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>  
**Subject:** Re: [EXTERNAL] MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch

Dear Karthik,

Further to the trailing email, hope you must have done with your recruitment Drive. Please let us know the names of students finally selected.

Await your reply.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships

Dr. Vishwanath Karad **MIT World Peace University**  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)

Website: <https://mitwpu.edu.in/> [[mitwpu.edu.in](https://mitwpu.edu.in/)]

Board No. 020-67473400 - Ext.3698/3133

WPU Logo for Email Signature (002)

389

**HNI Corporation\_2021 batch selections**

1 message

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:53 PM

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

From: **Karthik s (HNI-India)** <karthik.s@hni-india.com>  
Date: Mon, Aug 23, 2021 at 5:10 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hi Hemant / Nitin,

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1. Govind Verma
2. Ankita Shimpi
3. Akshay Ghule

Regards

Karthik

**From:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
**Sent:** 14 August 2021 11:22  
**To:** Karthik s (HNI-India) <karthik.s@hni-india.com>  
**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>; Wakte, Pranit (HNI Asia) <WakteP@hni-asia.com>; Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>  
**Subject:** Re: [EXTERNAL] MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch

Dear Karthik,

Further to the trailing email, hope you must have done with your recruitment Drive. Please let us know the names of students finally selected.

Await your reply.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships

Dr. Vishwanath Karad **MIT World Peace University**  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: hemant.mali@mitwpu.edu.in

Website: <https://mitwpu.edu.in/> [mitwpu.edu.in]

Board No. 020-67473400 - Ext.3698/3133

WPU Logo for Email Signature (002)

390

**HNI Corporation\_2021 batch selections**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 3:53 PM

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

From: **Karthik s (HNI-India)** <karthik.s@hni-india.com>  
Date: Mon, Aug 23, 2021 at 5:10 PM  
Subject: RE: MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch  
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Hi Hemant / Nitin,

Below 3 candidates have been shortlisted for our training program. We have asked them to share few documents to proceed further.

1. Govind Verma
2. Ankita Shimpi
3. Akshay Ghule

Regards

Karthik

**From:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
**Sent:** 14 August 2021 11:22  
**To:** Karthik s (HNI-India) <karthik.s@hni-india.com>  
**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>; Wakte, Pranit (HNI Asia) <WakteP@hni-asia.com>; Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>  
**Subject:** Re: [EXTERNAL] MIT-WPU,Pune: List of interested students for HNI Corporation\_2021 batch

Dear Karthik,

Further to the trailing email, hope you must have done with your recruitment Drive. Please let us know the names of students finally selected.

Await your reply.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships

Dr. Vishwanath Karad **MIT World Peace University**  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: [hemant.mali@mitwpu.edu.in](mailto:hemant.mali@mitwpu.edu.in)

Website: <https://mitwpu.edu.in/> [[mitwpu.edu.in](https://mitwpu.edu.in/)]

Board No. 020-67473400 - Ext.3698/3133

WPU Logo for Email Signature (002)

**MIT** Academy of  
Engineering

(399)  
Vikas Singh <vssingh@mitaoe.ac.in>

---

**Re: SACHA Engineering \_Campus Recruitment 2021**

---

Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Oct 1, 2021 at 9:48 A

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

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

From: R Asha <Asha.Ramanjaneya@sacha.engineering>

Date: Wed, Sep 29, 2021 at 10:09 AM

Subject: RE: SACHA Engineering \_Campus Recruitment 2021

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

Cc: vssingh@mitaoe.ac.in <vssingh@mitaoe.ac.in>, Flavia Ross <flavia.ross@sacha.engineering>

Dear Sir,

We have selected below students and shared the Offer letter with them today. They will be joining on Monday 04<sup>th</sup> October 2021 in our Pune Office.

- Deepali Gopale
- Omkar Sanap
- Priyanka Dayanand Suryavanshi

Thanks for your support.

Regards,

Asha

From: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>  
Sent: 21 September 2021 09:45  
To: R Asha <Asha.Ramanjaneya@sacha.engineering>  
Cc: vssingh@mitaoe.ac.in  
Subject: Re: SACHA Engineering \_Campus Recruitment 2021

CAUTION: This email originated outside SACHA

Dear Madam,

Please find attached new list student with CVS

kindly keep us updated process

Thank You

---

**Re: SACHA Engineering \_Campus Recruitment 2021**

---

Vikas Singh <vssingh@mitaoe.ac.in>

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Dear Madam,

Please find attached new list student with CVS

kindly keep us updated process

Thank You

393

## Fwd: [EXT] Feedback of GAT Drive- Finalist

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>  
To: Vikas Singh <vssingh@admin.maepune.ac.in>

Thu, Mar 10,

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

From: <Sandra.TEHRANI@jcb.com>  
Date: Wed, Oct 20, 2021 at 3:40 PM  
Subject: Re: [EXT] Feedback of GAT Drive- Finalist  
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>  
Cc: <EXT-Nidhi.DATTA@jcb.com>

Hi Jayant,

Please request the following who have now been finalised to be ready to join on **Mon, 8th Nov.**  
They should report to Nidhi Dutta on the day they join.

Let me know if any changes.

Dept	Status	Name	DOJ	Gender	Passout Year	CGPA	Percentages	Source	Name of the source
ME	Shortlisted	Pooja Sanjay Pajgade		Female	2021	7.97	73%	Campus	MIT
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Quality	Shortlisted	Bharati Santosh Dusunge		Female	2021	7.64	69%	Campus	MIT
Stores	Shortlisted	Samiksha Vijay Jare		Female	2021	8.18	75%	Campus	MIT

Regards,

Sandra Tehrani | Human Resources | JCB India Limited | Talegaon MIDC Floriculture & Industrial Park, Ambli, Navlakh Umbre, Talegaon Dhabade, Dist. Pune-410507  
☎ +91 2114 304111(Dir) | ✉ [sandra.tehrani@jcb.com](mailto:sandra.tehrani@jcb.com)From: "Jayant Patkar" <jdpatkar@mitaoe.ac.in>  
To: Sandra.TEHRANI@jcb.com  
Date: 11-10-2021 09:39  
Subject: [EXT] Feedback of GAT Drive

This message originated from outside your organization

Dear Sandra,

Thanks for the Drive of mechanical 2021 passed out students for the Graduate Apprentice Trainee Position.

Kindly inform me of the list of selected students so i can block all from further placement Drives from college Campus.

Regards,

Mr. Jayant Patkar | 9823232358

Specialist - Corporate Relation

MIT Academy of Engineering

Alandi (D) , Pune -412105

Tel-020-30253500 | [jdpatkar@mitaoe.ac.in](mailto:jdpatkar@mitaoe.ac.in)J. C. Bamford Excavators Ltd.  
Registered Office: Rocester, Staffordshire, England. ST14 5JP  
Registered No. 561597 England

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## Fwd: [EXT] Feedback of GAT Drive- Finalist

1 message

394

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P: +91 2114 304111(Dir) | E: [sandra.tehrani@jcb.com](mailto:sandra.tehrani@jcb.com)

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Registered Office: Rocester, Staffordshire, England. ST14 5JP  
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Thu, Mar 10,

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

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 Date: Wed, Oct 20, 2021 at 3:40 PM  
 Subject: Re: [EXT] Feedback of GAT Drive- Finalist  
 To: Jayant Patkar <jdpatkar@mitaoe.ac.in>  
 Cc: <EXT-Nidhi.DATTA@jcb.com>

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Date: 22.10.2021

To,

**Mr. PRAJWAL MACHHINDRA SURVE,**  
DHNAI NIVRUTTI NIWAS, H NO.265, PUNE, MAHARASHTRA.

**Sub: Job Offer Letter for Territory Officer**

We are pleased to appoint you as **Territory Officer** in our organization. Details pertaining to your employment would be as below;

**Salary:** Your annual CTC would be Rs.4,20,000 (Four Lakh Twenty Thousand Indian Rupees only) inclusive of applicable tax, statutory deduction and allowances. (Salary Rs. 3,60,000, Allowances Rs. 60,000) Salary will be credited on 05<sup>th</sup> and Allowance is credited on 15<sup>th</sup> of every month.

Date of Joining – Immediately

Probation/Confirmation: You will be on Probation period for the first six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period and once confirmed your employment can be terminated or you can relieve from the company by serving one month's notice period. The company can also terminate your employment by providing one month's notice without providing any reasons what-so-ever. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

Absence for a continuous period of Five days without prior approval of your superior, (including overstay on leave / training) would result in you losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

**Leave:** You will be eligible to the benefits of the Company's leave policies on your probation/ Confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
7. This letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
8. you are responsible for working anywhere regarding direction from the company.

Please bring supporting documents.

Please sign and send us a scanned copy as your acceptance within 2 days and also return to the undersigned the duplicate copy of this letter signifying your acceptance on the joining date.

**For Fotia Zoi India**

*This is a computer-generated document. No signature is required*

**HR MANAGER**

## SKODA Volkswagen GAT campus drive 2021

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 11, 2022 at 4:20 PM

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

From: Arora, Amit (S/E2) <amit.arora@skoda-vw.co.in>  
 Date: Fri, Nov 12, 2021 at 1:46 PM  
 Subject: RE: Technical Interview - GAT campus drive 2021  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

VWBG003704	SIDDESH	KHOT
VWBG003605	Manan	Jagtap
VWBG003591	ABHINANDAN	BAVADHANKAR
VWBG003628	Padmanabh	Deo
VWBG003773	Omkar	Nagarkar
VWBG003677	sanket	khade

ŠKODA AUTO Volkswagen India Private Limited (formerly known as Volkswagen India Pvt Ltd.)

E1, MIDC Industrial Area (Phase III), Village Nigoje, Mhalunge, Kharabwadi

Tal: Khed, Chakan, Pune 410501

Tel. +91 2135331862

Mobile +91 7767011800

www.volkswagen.co.in

From: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Sent: Friday, November 12, 2021 12:41 PM  
 To: Arora, Amit (S/E2) <amit.arora@skoda-vw.co.in>  
 Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>  
 Subject: Fwd: Technical Interview - GAT campus drive 2021

Dear Mr. Amit,

As discussed yesterday, please let us know the names of students finally selected, to enable us to inform them and update our records accordingly.

Await your earliest reply.

With warm regards,

Dr. Hemant Mali  
Assistant Director- Career Services, Centre for Industry-Academia Partnerships

Dr. Vishwanath Karad **MIT World Peace University**  
S.No.124, Paud Road, Kothrud, Pune, India. Pin - 4110 38

Cellphone: +919890901010  
Email id: hemant.mali@mitwpu.edu.in

Website: <https://mitwpu.edu.in/>

Board No. 020-67473400 - Ext.3698/3133

400



**JSW Steel Limited**

**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

Mr. Ajay Chandrakant Ballewar  
MIT Pune

24<sup>th</sup> November 2021

Dear Ajay

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

46. Salary & benefits:

Basic	Rs. 15000/-p.m
HRA	Rs. 6690/- p.m
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 7338/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 1250/-p.m
L.T.A	Rs. 1250/-p.m
Provident Fund	Rs. 1800/-p.m
Gratuity	Rs. 722/-p.m
Bonus	Rs. 3000/-p.m
Production Incentive	Rs. 7500/-p.m (As per applicable incentive scheme)

47. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
48. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 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 color 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.
49. 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
50. A detailed appointment letter will be issued to you after your joining

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us

Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

  
Dilip Kumar Sinha  
Head – Human Resources



**JINDAL** Part of O.P. Jindal Group

**Regd. Office: JSW Centre,  
Bandra Kurla Complex,  
Bandra(East), Mumbai - 400 051.**  
Phone : +91 22 4286 1000  
Fax : +91 22 4286 3000

401



**JSW Steel Limited**

Mr. Anurag Sunil Patil  
MIT Pune

**Dolvi Works:**  
Geetapuram,  
Dolvi, Taluka - Pen,  
Dist Raigad - 402 107, Maharashtra, India.  
CIN. : L27102MH1994PLC152925  
Phone : +91 2143 277501-15  
Fax : +91 2143 277533/42  
Website : www.jsw.in

Dear Anurag

24<sup>th</sup> November 2021

**Sub: Letter of offer.**

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

41. Salary & benefits:

Basic	Rs. 15000/-p.m
HRA	Rs. 6690/- p.m
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 7338/-p.m
Food Coupons	Rs. 1500/- p.m
Medical Reimbursement	Rs. 1250/-p.m
L.T.A	Rs. 1250/-p.m
Provident Fund	Rs. 1800/-p.m
Gratuity	Rs. 722/-p.m
Bonus	Rs. 3000/-p.m
Production Incentive	Rs. 7500/-p.m (As per applicable incentive scheme)

42. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
43. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties
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  - 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
44. 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
45. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us

Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

Dilip Kumar Sinha  
Head - Human Resources



**JINDAL** Part of O.P. Jindal Group

**Regd. Office:** JSW Centre,  
Bandra Kurla Complex,  
Bandra(East), Mumbai - 400 051.  
Phone : +91 22 4286 1000  
Fax : +91 22 4286 3000



402

**JSW Steel Limited**

Mr. Darshan Pandurang Bekwadkar  
MIT Pune

**Dolvi Works:**  
Geetapuram,  
Dolvi, Taluka - Pen,  
Dist Raigad - 402 107, Maharashtra, India.  
CIN. : L27102MH1994PLC152925  
Phone : +91 2143 277501-15  
Fax : +91 2143 277533/42  
Website : www.jsw.in

Dear Darshan

24<sup>th</sup> November 2021

**Sub: Letter of offer.**

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

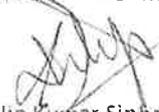
61. Salary & benefits:

Basic	Rs. 15000/-p.m
HRA	Rs. 6690/- p.m
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 7338/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 1250/-p.m
L.T.A	Rs. 1250/-p.m
Provident Fund	Rs 1800/-p.m
Gratuity	Rs. 722/-p.m
Bonus	Rs. 3000/-p.m
Production Incentive	Rs 7500/-p.m. (As per applicable incentive scheme)

62. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
63. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 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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  - 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.
64. 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.
65. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us.

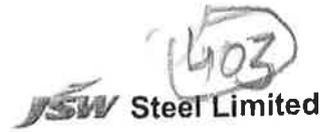
Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

  
Dilip Kumar Sinha  
Head - Human Resources

Regd. Office: JSW Centre,  
Bandra Kuria Complex,  
Bandra(East), Mumbai - 400 051.  
Phone : +91 22 4286 1000  
Fax : +91 22 4286 3000



**JINDAL** Part of O.P. Jindal Group



✓ Mr. Pravin Gajanan Wanjare  
MIT Pune

**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

24<sup>th</sup> November 2021

Dear Pravin

**Sub: Letter of offer.**

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

71. Salary & benefits:

Basic	Rs. 15000/-p.m
HRA	Rs. 6690/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 7338/-p.m
Food Coupons	Rs. 1500/- p.m
Medical Reimbursement	Rs. 1250/-p.m
L.T.A	Rs. 1250/-p.m
Provident Fund	Rs. 1800/-p.m
Gratuity	Rs. 722/- p.m
Bonus	Rs. 3000/-p.m
Production Incentive	Rs. 7500/-p.m. (As per applicable incentive scheme)

72. This offer is valid subject to your Graduation Passing with Min 60% aggregate.

73. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.

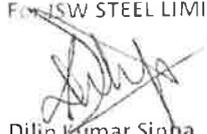
- 3.1. Matriculation certificate in support of your date of birth.
- 3.2. All certificates and marks sheets in support of your qualification
- 3.3. Two copies of your recent passport and two stamp size color photographs
- 3.4. Declaration in prescribed format regarding any relation working in JSW Group 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.

74. 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.

75. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us

Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

  
Dilip Kumar Sinha  
Head - Human Resources





Mr. Sanket Hanumant Kaygude  
MIT Pune

**Dolvi Works:**  
Geetapuram,  
Dolvi, Taluka - Pen,  
Dist Raigad - 402 107, Maharashtra, India.  
CIN. : L27102MH1994PLC152925  
Phone : +91 2143 277501-15  
Fax : +91 2143 277533/42  
Website : www.jsw.in

Dear Sanket

24<sup>th</sup> November 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

51. Salary & benefits:

Basic	Rs 15000/-p.m
HRA	Rs 6690/- p.m
Conveyance	Rs 3950/-p.m
Supplementary Allowance	Rs 7338/-p.m
Food Coupons	Rs 1500/- p.m
Medical Reimbursement	Rs 1250/-p.m
L.T.A	Rs 1250/-p.m
Provident Fund	Rs 1800/-p.m
Gratuity	Rs 722/-p.m
Bonus	Rs 3000/-p.m
Production Incentive	Rs. 7500/-p.m. (As per applicable incentive scheme)

52. This offer is valid subject to your Graduation Passing with Min 60% aggregate.

53. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 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 color 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

54. 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.

55. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

  
Dilip Kumar Sinha  
Head - Human Resources





JSW Steel Limited

405

Mr. Shubham Ganpat Ganorkar  
MIT Pune

**Dolvi Works:**  
Geetapuram,  
Dolvi, Taluka - Pen,  
Dist Raigad - 402 107, Maharashtra, India.  
CIN. : L27102MH1994PLC152925  
Phone : +91 2143 277501-15  
Fax : +91 2143 277533/42  
Website : www.jsw.in

Dear Shubham

24<sup>th</sup> November 2021

**Sub: Letter of offer.**

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

56. Salary & benefits:

Basic	Rs. 15000/-p.m
HRA	Rs. 6690/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 7338/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 1250/-p.m
L.T.A	Rs. 1250/-p.m
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57. This offer is valid subject to your Graduation Passing with Min 60% aggregate.

58. You are requested to report at JSW Steel Ltd, Dolvi Works on 3<sup>rd</sup> December 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.

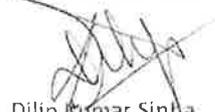
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60. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 3<sup>rd</sup> December 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,  
Yours faithfully,  
For JSW STEEL LIMITED

  
Dilip Kumar Sinha  
Head - Human Resources



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,  
Bandra Kurla Complex,  
Bandra(East), Mumbai - 400 051.  
Phone : +91 22 4286 1000  
Fax : +91 22 4286 3000

406

**Re: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM**

2 messages

**Dr. Shitalkumar Jain Deputy Director CR** <deputydirector.cr@mitaoe.ac.in> Thu, Nov 25, 2021 at 10:58 AM  
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, faculty@mitaoe.ac.in  
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Nitin Rane. Deputy Director MITAOE , Alandi - Pune" <deputydirector@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldoans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>, Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>

Dear all,

Campus placement **2021 batch**

Let's congratulate the selected students and their faculty mentors.

FYKI, record and further necessary action, please.

Thanks.

On Thu, 25 Nov, 2021, 10:27 AM Gangadhar Phad, <gangadhar.phad@mitaoe.ac.in> wrote:

We are pleased to inform you that we have selected the following candidates for the post of Management Trainee:

1. Prajwal Machhindra Surve - Mechanical - 2021 Batch
2. Pavan Yuvraj Chavhan - Chemical - 2021 Batch
3. Adarsh Paraskar- Chemical - 2021 Batch
4. Kundan Kumar - Mechanical - 2021 Batch

CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

Website : [www.bdbipl.com](http://www.bdbipl.com)



**BDB INDIA PRIVATE LIMITED**  
BUSINESS CONSULTING • MARKET RESEARCH  
ASIA | AFRICA | EUROPE  
503, Pentagon 1, Magarpatta City, Hadapsar, Pune - 411013



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---

**Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Wed, Mar 9, 2022 at 12:41 PM

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

From: **Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>  
Date: Thu, Nov 25, 2021 at 10:27 AM  
Subject: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM  
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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1. Prajwal Machhindra Surve - Mechanical - 2021 Batch
2. Pavan Yuvraj Chavhan - Chemical - 2021 Batch
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407

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**Re: Final Selection BDB INDIA PVT Ltd 2021 Batch BE- MECH- CHEM**

2 messages

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> Thu, Nov 25, 2021 at 10:58 AM  
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, faculty@mitaoe.ac.in  
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Nitin Rane. Deputy Director MITAOE , Alandi - Pune" <deputydirector@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldcans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>, Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>

Dear all,

Campus placement **2021 batch**

Let's congratulate the selected students and their faculty mentors.

FYKI, record and further necessary action, please.

Thanks.

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CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

Website : [www.bdbipl.com](http://www.bdbipl.com)



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BUSINESS CONSULTING - MARKET RESEARCH  
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---

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>  
To: "vssingh@mitaoe.ac.in" <vssingh@mitaoe.ac.in>

Wed, Mar 9, 2022 at 12:41 PM

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

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To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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1. Prajwal Machhindra Surve - Mechanical - 2021 Batch
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CTC - 3.5 to 4.00 Lacs

We shall be sending you more details in our further mails.

With Best Regards,

Website : [www.bdbipl.com](http://www.bdbipl.com)



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**Worley India Private Limited**  
(formerly Jacobs Engineering India Private Limited)  
Gigaplex, Building No.2, Plot No. IT-5  
Unit No. 701,702,801,802,901,902,1001 & 1002, 7th to  
10th Floor  
TTC Industrial Area, Airoli Knowledge Park  
Navi Mumbai 400708, Maharashtra, India

Telephone: +91.22.4965 5000  
Fax: +91.22.6255 9000

worley.com

27 December 2021

Ref: WIPL/AL/2021/1227  
Your Ref: ssn:nb

Ms. Komal Arun Pagar  
D/O: Arun Ratan Pagar, At. Post, Kalwan Khurd,  
Tal Kalwan Dist Nashik, Kalwan Khurd, Kalwan,  
Nashik, Maharashtra - 423501

Dear Komal,

Further to our offer letter & your subsequent acceptance, we are pleased to offer you an opportunity to undergo training as **Graduate Piping Engineer** with effect from **27 December 2021** in our organization on the following terms and conditions set out in this letter of appointment

1. Your Trainee Code Number will be **662584**

2. **TERMS OF TRAINING**

- (a) Your engagement under this Agreement is co-terminus with the duration of the Apprenticeship Training. It will automatically expire upon the completion of the Training on **26 December 2022**. During your training period, you will abide by all the rules and regulations in all matters of conduct and discipline & safety as are applicable to the establishment to which you are attached.
- (b) The Company may, at its discretion, conduct background verification prior to or after commencement of your training, to verify, including but not limited to, your educational background, identity, address, and criminal records. You hereby provide your express consent to the Company for conducting such background checks. Your appointment under this Agreement is subject to validation of any information provided by you to the Company.
- (c) Your training and continuation is subject to you being declared and remaining medically fit by a medical practitioner and in this regard, a medical check-up certificate may be required to be submitted by you to the HR department before joining the training. The Company has the right to get you medically examined by a medical practitioner, during the term of this Agreement. In case you are found medically unfit, the Company may, at its sole discretion, may terminate your training prior to the Training Completion Date.

- (d) You may need to undergo training at the discretion of the Company at places within or outside the country for such duration and time as specified by the Company. For the purposes of undergoing such training you agree to execute an undertaking accepting the terms and conditions which may be applicable for such training. The format of the said undertaking shall be provided by the Company to you as and when such need arises.
- (e) During the period of your training, you shall be considered as a learner and not an employee of the Company. You shall not be entitled to any benefits or allowance which may be payable to the employees of the Company.
- (f) You shall make every sincere endeavour to imbibe the training programme and shall at all times exert yourself to the best of your ability of make the training programme a success.
- (g) During your training period, you shall be put under an instructor/supervisor and strictly adhere to the schedule of your training.
- (h) In order to imbibe the training within the stipulated period, you shall ensure punctuality in your attendance.

3. **STIPEND & PERQUISITES**

- (a) During training, your monthly stipend will be **INR 33,300** (Rupees Thirty-Three Thousand Three Hundred only). All payments would be subject to deduction of applicable taxes at source.
- (b) In normal course your Training Timings shall be: 8.30-5.00pm (Monday to Friday), Sat/Sun weekly off
- (c) **Transportation:** During your training period, the company may at its discretion provide you transportation facility, per Company Rules
- (d) **Leave:** You will be entitled for pro-rata Sick & Casual leave benefits as per the existing Company Rules. (Causal Leave – 12 days p.a., Sick Leave – 08 days p.a., Public Holidays- 10 days p.a.)
- (e) **Group Mediclaim:** During your training period, the company may at its discretion provide you Mediclaim and/or Group Personal Accident Coverage s per Company Rules

4. **PLACE OF TRAINING**

- (a) Initially your place of reporting will be **IN Navi Mumbai - Gigaplex Estate**. However, you may require to attend the training at any other locations/place as required and specified by the Company from time to time.

5. **REPRESENTATION AND WARRANTIES**

You represent and warrant to the Company that:

- (a) By entering into this Agreement for training, you are able to perform without being in breach of confidentiality agreements or disclosing proprietary information of any third party, and that no proprietary information of any third party shall be disclosed to the Company.
- (b) You are not prohibited from entering into this Agreement or performing ~~services~~ under it by any non-competition, non-solicitation, anti-piracy agreement, relationship agreement, or any other restrictions. You shall indemnify and hold the Company harmless from all claims or causes of action by any person or entity against the Company arising out of any alleged breach of any such agreement or any other restrictions inconsistent with the foregoing representations.
- (c) You have not been indicted, arrested or convicted by a court for any offence.

6. **DUTIES, OBLIGATIONS AND RESPONSIBILITIES**

- (a) As a Graduate Engineer Trainee, you will be expected to perform all the acts, duties, obligations and comply with such orders as assigned/directed to you from time to time by your superiors/Instructors which are reasonably consistent with your training. Your reporting would be as per office orders of the Company issued from time to time in this regard.
- (b) You will devote the whole of your time and attention to your training in the utmost good faith, diligence and You shall not have any personal association or dealing with the employees, customers, vendors, clients or service providers of the Company.
- (c) You will conduct yourself in good standing at all times and abide by the applicable laws whether in relation to your training or otherwise. In the event any complaint or proceeding is initiated against you, whether civil or criminal in nature, you will immediately inform the Company of the same.
- (d) You will not directly or indirectly be engaged in any trade or business or employment elsewhere without the written permission of the Company during the term of this Agreement.

7. **TERMINATION**

(A) **Termination without cause**

Agreement may be terminated by either party giving reasonable prior notice.

(B) **Termination with cause**

- (a) The Company shall have the right to terminate your training, prior to the Training Completion date, without notice or payment of compensation in any of the following events:
- (i) You breach or commit any material or repeated or continual breach of any of your obligations under this Agreement or policies and procedures of the Company or any other agreement governing your training (including if you refuse or fail to act in accordance with the reasonable direction or order of the Company);
  - (ii) You breach any of the terms and conditions stipulated under the critical risks activities and lifesaving rules of the Company;
  - (iii) You exhibit unfitness or unavailability for training under this Agreement
  - (iv) You exhibit unsatisfactory performance of during your training.
  - (v) You are guilty of any misconduct, moral turpitude, neglect or incompetence including but not limited to theft, fraud, dishonesty, wilful insubordination, negligence under this Agreement or any other agreement governing your service or under the policies and procedures of the Company or applicable law and those events which are specifically provided under the Company policies and applicable law;
  - (vi) In the event your actions are likely to bring to the name or reputation of the Company or any of its affiliates into disrepute or prejudice the interests of the Company including on social media (whether in your personal capacity or otherwise);
  - (vii) You are intentionally or grossly negligent of or breach any of your confidentiality obligations under this Agreement which results in or is likely to result in material damage or harm to the business, financial condition or assets of the Company or any of its affiliates;
  - (viii) You commit any act of assault or wilful damage (including physical damage) to person or property of the Company or its affiliates;
  - (ix) You are indicted, convicted or involved in any crime or criminal proceeding including but not limited to acts of moral turpitude, whether or not in relation to this Agreement;
  - (x) Any representations and warranties provided by you under this Agreement being found to be untrue, incorrect, incomplete or misleading;

- (xi) If at any time during your training, it is found that any of the particulars or details furnished by you are incorrect, and/or this Agreement has been obtained by misrepresentation of facts or your background verification is found to be negative, or you are discovered to have made or given to the Company any false statement or document or statement or document testifying your ability or competence or relating to your state of health knowing that statement or document is false;
- (xii) You are of unsound mind

(C) Events following termination

- (a) You shall not without consent of the Company at any time thereafter represent yourself to be connected with the Company or its affiliates.
- (b) (b) On request and in any event on termination of Training for any reason, you shall be required to return to the Company all its property including but not limited to security pass, keys, computer hardware and software including disks and all documents in whatever form (including notes of minutes of meetings, customer/client lists, diaries and address books, computer print-outs, plans, projections) together with all copies which are in your possession or under your control. The ownership of all such property and documents will at all times remain vested in the Company.
- (c) The termination of this Agreement (howsoever caused) shall not operate to affect such provisions of this Agreement which are expressed to operate or have effect thereafter.

8. OTHER TRAINING OR EMPLOYMENT

You shall not accept any other training or employment, part time or otherwise, or engage in any commercial business or pursuit on your own account or as an agent for others. You shall not utilise or divulge to any person or persons any of the Company's trade secrets or affairs during the term of your training and even thereafter.

9. CONFIDENTIAL INFORMATION

- (a) "Confidential Information" means personally-identifiable or financial information regarding the Company or any of its affiliates and any of its respective former, current or prospective partners, officers, employees, agents, investors, clients or investments that you may have access to or obtain, directly or indirectly, in the course of your training under this Agreement and which is not in the public domain (or is in the public domain as a result of your acts or omissions in breach of this clause).
- (b) You shall at all times comply with the Company's policies and norms on confidentiality. You must never disclose confidential information to any person outside or within the Company, except to persons to whom disclosure is necessary for the purpose of the training or other agreement. You must only use Confidential Information that is naturally associated with your

training. You will treat Confidential Information with the same degree of care that you treat your own confidential or proprietary information, and in no event will you use a degree of care that is less than a commercially reasonable degree of care. You will (i) not disclose or use any Confidential Information except to the extent necessary to carry out your obligations under this Agreement or a retention notice and for no other purpose, (ii) not disclose Confidential Information to any third party without the prior written consent of the Company, (iii) employ administrative, technical and physical safeguards (including reasonable disposal measures) to prevent unauthorized use or disclosure of Confidential Information, and (iv) in the event of any unauthorized use or disclosure, actual or apparent theft, of any Confidential Information, immediately commence all reasonable efforts to investigate and correct the causes and remediate the results thereof, and as soon as practicable following discovery, notify the Company in writing of the breach.

- (c) It is necessary for you to sign a memorandum covering confidential information.

10. **INTELLECTUAL PROPERTY**

- (a) "Intellectual Property" means patents, trademarks, service marks, signs, logos, get up, trade or business names, internet domain names, rights and designs, copyrights (including rights in computer software), data-base rights, semi topography rights, utility models, rights in know-how and other intellectual property rights, in each case whether registered or unregistered, including applications for registration and all rights or forms of protection having equivalent or similar effect anywhere in the world.
- (b) You agree that during your training any invention, patent application, patent utility model application or utility model, design, copyright or other intellectual property made by you during your employment whether alone or with anybody else, shall be owned by the Company and you will specifically assist and co-operate with the Company in assigning/transferring all your interest in the same in favour to the Company and executing all documents, deeds and so on as may be required by law to effect such assignment/ transfer in favour of the Company. You agree that you will promptly inform the Company about any intellectual property you make or are involved in making.

11. **PERSONAL DATA**

By signing this Agreement, you agree and acknowledge to abide by the privacy policies of the Company.

12. **INDEMNITY**

You shall indemnify and hold the Company, its Affiliates, directors, officers and representatives harmless at all times, from and against Losses arising out of, involving, or relating to: (a) any representation or warranty provided by you under this Agreement being untrue or incomplete or incorrect or misleading; or (b) any breach or non-performance of any covenant, obligation, or term of this Agreement by you.

“Losses” mean any and all losses, liabilities, obligations, claims, demands, actions, judgments, awards, fines, penalties, Taxes, fees, settlements, royalties, damages (whether or not resulting from third party claims), charges, costs (including costs of investigation, remediation or other actions in response to a loss), interest, reasonable attorneys’ and accountants’ fees and disbursements, but does not include any remote, indirect, consequential or punitive Losses.

13. **GENERAL**

- (a) You shall keep the Company informed of any change in your contact details, residential address or civil status.
- (b) The Company may formulate/ amend from time to time, policies on leave, training hours, exit, sexual harassment, disciplinary issues, code of conduct, trainee benefits, privacy amongst others, which shall form an integral part of the terms of your employment. It is important that you familiarise yourself with the regulations, policies and codes of conduct of the Company as amended from time to time Any failure to comply with the policies of the Company will be a material breach of your training obligations. You shall be subject to the Company’s policies, rules and regulations irrespective of whether these rules and regulations are individually notified to you or not.
- (c) This Agreement supersedes any and all other oral or written agreements made relating to the subject matter hereof and except as otherwise expressly set forth herein, constitutes the entire agreement relating to the subject matter hereof.
- (d) For the matters not specifically provided in this Agreement, the rules and policies of the Company and laws of India will govern this Agreement.

14. **FUTURE EMPLOYMENT**

Nothing herein shall be construed as a contract of service or employment creating employer-employee relationship between you and the Company. The Company in engaging you as a trainee, is under no obligation to take you in its regular employment, nor does it assure you in any way about the future employment even though you may have successfully completed your training. The training provided to you will not confer any right or entitlement for absorption as a regular employee of the Company even when regular vacancy/vacancies may be available at the material time or thereafter. However, on successful completion of training, subject to suitable vacancy and other criteria the company may at its discretion offer you employment.

Please sign and return the duplicate copy of this letter indicating your acceptance of the above terms and conditions of your training.

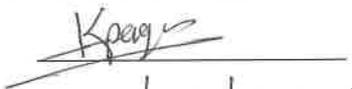
Yours faithfully,

**WORLEY INDIA PRIVATE LIMITED**



**L BALASUNDARAM**  
**SENIOR DIRECTOR – PEOPLE OPERATIONS**

I have read and understood the terms and conditions of this Training Agreement in a clear and coherent manner. I have made a well-informed decision to enter into this Agreement.

SIGNATURE :   
DATE : 09/02/2022

## ANNEXURE A: CODE OF CONDUCT

A copy of the Company's Code of Conduct can be found at [www.worley.com](http://www.worley.com) under the tabs "Investor Relations" and then "Corporate Governance". You need to sign code of conduct within 7 days of your joining. <https://www.worley.com/~media/Files/W/Worley-V3/documents/investor-relations/corporate-governance/2021/code-of-conduct-2021.pdf>

KION India Private Limited

Gate No. 134/1, Vadhu Road,  
Off Pune-Nagar Road,  
Koregaon Bhima, Tal. Shirur  
Dist.Pune - 412216,  
Maharashtra, India

Phone +91-21-38616101  
Fax +91-21-38616102

www.kion-india.com

Gate No. 134/1, Vadhu Road,  
Off Pune-Nagar Road,  
Koregaon Bhima, Tal. Shirur  
Dist.Pune - 412216,  
Maharashtra, India

Corporate Identification Number (CIN):  
U29268PN2011PTC146031

President:  
Sunil K. Gupta

January 13, 2022

Ref: HR 2022/GET

**Mr. Rushikesh Bharat Korde**  
HOUSE NO 789/3,PANDURANG NAGAR, NIMBLAK,AHMEDNAGAR -414111

Dear Mr. Rushikesh,

This is with reference to your application for the position of **Graduate Engineer Trainee** and the subsequent interviews you had with us as a part of the Campus Recruitment conducted in the month of December 2021. We are pleased to offer you employment with KION India Private Limited as **Graduate Engineer Trainee**.

The duration of your training will be of **twelve months** for your date of joining, on successful completion of which you will be absorbed in our regular employment grade as per your performance and positions availability. However, if for any reason, your performance during the training period is not found to be satisfactory, the company may, at its discretion, extend the period of training.

Your services are transferable to the company's locations in India or abroad depending on the company's need.

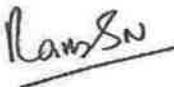
Kindly mail us the reply of offer letter within 3 days from the date of receipt of this letter, as a token of your acceptance of our offer. In case we don't receive your response within three days we shall take it that you are not interested in the offer and the same shall then stand closed. You are expected to join us on or before **January 17, 2022** else the offer stands null & void.

Your behavior and actions will be governed by the KION Code of Compliance adopted by KION India Pvt.Ltd. We are enclosing the KION Code of Compliance booklet.

On joining you are required to submit two copies of your passport size photograph and one copy each of your passing certificates along with the originals. The originals shall be returned to you after verification. The offer is subject to medical examination and issuance of satisfactory report by the Company's authorized doctor.

We look forward to a positive response from you.

Yours faithfully  
For **KION India Pvt. Ltd.**



**Ramesh Narawade**  
DGM & Head - HR

<b>SALARY STRUCTURE</b>	
<b>Designation</b>	<b>Graduate Engineer Trainee</b>
<b>Grade</b>	<b>MT</b>
Basic Salary+ D. A	15,000
HRA	7,500
Conveyance Allowance	2,000
Education Allowance	200
Attendance Allowance	2,362
Retention Incentive	3,750
Monthly Gross	30,812
Annual Gross (A)	369,742
Gratuity	721
PF Contribution (Employer Contribution)	1,800
Monthly Statutory Contributions	2,521
Annual Statutory Contributions (B)	30,258
<b>Annual Fix (A) + (B)</b>	400,000
<b>Target Linked Variable Bonus on 100% achievement of KPI per annum</b>	NIL
<b>Total Annual (CTC)</b>	<b>400,000</b>

Note:

You will be eligible for

- A one-time payment of Rs. 50000 (Rupees Fifty Thousand) on completion of 6 (Six) months from your date of joining the Organisation. This will be paid to you on successful completion of the GPE academy training and certification.
  - A one-time payment of Rs. 50000 (Rupees Fifty Thousand) on your absorption in the regular employment grade.
1. Hospitalization Scheme: The scheme covers hospitalization expenses subject to limits and subject to the maximum of 90% of the total expenses incurred by you, your spouse and dependent children up to the age of 25 years.
  2. This attracts contribution for Insurance Scheme of 80/person/month.
  3. Retention Incentive: Kindly Note, this incentive will be paid to you in advance on monthly basis for your services. Retention Incentive will be recovered in case you leave the service before December 31, 2022 & thereafter on yearly basis.

*Ramesh Narawade*

**Ramesh Narawade**  
DGM & Head – HR

**Head Corporate Relations**  
MIT Academy of Engineering  
Alandi (D.), Pune-412 105.



**Offer Letter Acceptance:**

I, \_\_\_\_\_ agree with all the above terms and conditions mentioned in the offer of employment with KION India Pvt. Ltd. I shall commence employment with effect from **17<sup>th</sup> January 2022**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**India**

KION India Private Limited

Gate No.134/1, Vadhu Road,  
Off Pune-Nagar Road,  
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Maharashtra, India  
Corporate Identification Number (CIN):  
U29268PN2011PTC146031

President:  
Sunil K, Gupta

January 13, 2022

Ref: HR 2022/GET

**Mr. Kunal Gajananrao Hole**  
Samarth colony, Morshi, Dist: Amravati (444905)

Dear Mr. Kunal,

This is with reference to your application for the position of **Graduate Engineer Trainee** and the subsequent interviews you had with us as a part of the Campus Recruitment conducted in the month of December 2021. We are pleased to offer you employment with KION India Private Limited as **Graduate Engineer Trainee**.

The duration of your training will be of **twelve months** for your date of joining, on successful completion of which you will be absorbed in our regular employment grade as per your performance and positions availability. However, if for any reason, your performance during the training period is not found to be satisfactory, the company may, at its discretion, extend the period of training.

Your services are transferable to the company's locations in India or abroad depending on the company's need.

Kindly mail us the reply of offer letter within 3 days from the date of receipt of this letter, as a token of your acceptance of our offer. In case we don't receive your response within three days we shall take it that you are not interested in the offer and the same shall then stand closed. You are expected to join us on or before **January 17, 2022** else the offer stands null & void.

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Yours faithfully  
For **KION India Pvt. Ltd.**



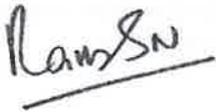
**Ramesh Narawade**  
DGM & Head - HR

SALARY STRUCTURE	
Designation	Graduate Engineer Trainee
Grade	MT
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HRA	7,500
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Education Allowance	200
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<b>Target Linked Variable Bonus on 100% achievement of KPI per annum</b>	<b>NIL</b>
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**Ramesh Narawade**  
DGM & Head – HR

Head Corporate Relations  
MIT Academy of Engineering  
Mandri (P), Pune-412 105.



**Offer Letter Acceptance:**

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

411

**Fwd: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list**  
1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Mar 7, 2022 at 2:10 PM

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

From: <AshokRanjith.Rajasekaran@cognizant.com>

Date: Wed, Dec 2, 2020 at 1:33 AM

Subject: Cognizant Campus Recruitment 2021: Interview Selects, Waitlist & Interviews in progress list

To: <hemant.mali@mitcoe.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

# Cognizant

## CAMPUS RECRUITMENT 2021



Dear Prof. Hemant Mali,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. We also are attaching wait list database & list of students whose interviews are still in progress. We plan to schedule the interviews in the subsequent days and share the final consolidated results for both these categories shortly.

As a response to this mail, we would please request you to let us know the list of candidates who have accepted our offer along with the indicator on candidates who are willing to pursue mandatory Internship (from Dec/Jan to April/May) or mandatory Continuous Skill Development (CSD) program (approximately from late May/June 2021 in a staggered manner) in the attached template. Kindly respond back to us within a week's time of receiving this email. We will share the soft copies of the offer letters based on the final confirmation from your end.

Kindly note that the specific details on internship and CSD program are available in the attached PDFs. Please share the .PDF attachments with selects so that they are well aware of the norms associated with the

offer. Please feel free to reach out to us for any clarifications on these programs.

It is imperative for us to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to place on record our appreciation for this partnership between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Regards,

Ashok Ranjith Rajasekaran

Human Resources, Cognizant Technology Solutions

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4 attachments

-  **Mandatory Internship or Continuous Skill Development (CSD) program.pdf**  
492K
-  **Cognizant internship nomination Survey.xlsx**  
45K
-  **Cognizant Internship 2021 - FAQs.pdf**  
603K
-  **Cognizant 2021 Batch Recruitment - Results I.xlsx**  
32K

Assessment ID	Univ Reg No	Candidate id	First Name	Last Name	Email id	Mobile Number	Degree	Branch	College Name
12441861299949	0120170286	14967523	Adish	Mali	adishmali201@gmail.com	9082538526	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune
12441861858648	1032171108	14967780	Kshitez	Dadhich	kshtizdadhich@gmail.com	8805254823	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune
12441861067373	0120170324	14967834	Neha	Thorwat	nehathorwat13@gmail.com	9518920314	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune
12441861776737	0120170336	14967926	Rishabh	Mehta	meharishabh60@gmail.com	95688003710	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune
12441861577645	1032181426	14967379	Yash	Agrawal	agrawalyash913@gmail.com	88069222913	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune
12441861778567	0220180010	14967381	Yashomati	Kundle	kundleyashomat199@gmail.com	9834235656	B. Tech/B. E.	Civil Engineering	Maharashtra Institute of Technology, Pune



21-Mar-2021

Dear Neha Thorwat,  
B.Tech/B.E., Civil Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967834

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

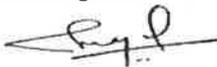
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Neha Thorwat

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



24-Mar-2021

Dear Rishabh Mehta,  
B.Tech/B.E., Civil Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967926

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

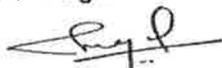
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Rishabh Mehta

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.



24-Mar-2021

Dear Yashomati Kundle,  
B.Tech/B.E., Civil Engineering  
Maharashtra Institute of Technology, Pune

Candidate ID – 14967381

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
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### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
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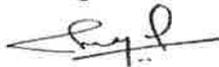
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- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
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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.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

## Compensation and Benefits

**Name:** Yashomati Kundle

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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2	Sick Leave	12
3	Casual Leave	6

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- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
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**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.

415

# Neilsoft Pvt. Ltd.

SEZ - Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India  
CORP: 1172201RN1141177 - 4000000 - 1172201RN1141177

REF ID: A9292124

CONFIDENTIAL

March 05, 2021

Mr. Sagar Nijampure  
Main Road, Old Kautha, Nanded, MH-431603  
9884899758

## Subject: Offer of Employment

Mr. Sagar,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET) in Buildings** at Neilsoft. Your work location will be at **SEZ - Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 05, 2021**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to perform background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal induction to the company, training and project familiarity process for a period of **between 4 to 6 months**. This could be at any of the Company's locations and currently envisaged to be at the Company's **Pune - Pande Parmar** office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of **Rs. 250,000 (Rupees Two Lac Fifty Thousand Only)** which is inclusive of **Fixed and Performance Based Annual Incentive**, your compensation will be as described in Annexure A.
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within **7 (seven) calendar days** from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Brijmohan Patil** to complete the joining formalities. Please bring along the documents listed in schedule 1 to Annexure A.

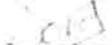
**Address:** Neilsoft, 406, Pande Parmar Galaxy, 5<sup>th</sup> Floor, 10/10 + A Sadhu Vaswani Chowk, Pune-411001

We understand that you may have queries during your joining period. We would encourage you to contact

**Priya Lahore** (on Email ID: [priya.lahore@neilsoft.com](mailto:priya.lahore@neilsoft.com) / Tel: **7972962591**)

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,  
For Neilsoft,

  
**Sanjay Samartray**  
Head - Recruitments

I accept the offer and will report for duties on _____
Signature _____
Date _____
Phone _____

## ANNEXURE A

Worksheet On Emoluments Of	Sagar Nijampure
Date Of Joining	July 05, 2021
Designation	Graduate Engineer Trainee (GET)
Department / Division	Buildings
Location	Pune
Gender	M
Gross Salary (p.a.)	250,000

Compensation Components	Monthly (Rs.)
<b>A. Basic &amp; Allowances</b>	
Basic	5,208
House Rent Allowance	2,083
City Compensatory Allowance	781
Attire / Uniform Allowance	1,000
Conveyance Allowance	3,000
Other Allowance	6,709
<b>Sub Total A</b>	<b>18,781</b>
<b>B. Other Benefits</b>	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	252
<b>Sub Total B</b>	<b>2052</b>
<b>Total Gross Monthly (A+B)</b>	<b>20,833</b>

	
Head - Recruitments	Signature of the Associate

## Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.
3. You may be required to work in shift system as per requirements of your job position.
4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.
5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.
6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company, you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself directly or indirectly, with any other paid or unpaid, business or work of assignment, whether part time or full time.
7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following:
  - a) Your breach of any of these terms or any other agreement signed by you with the Company, or
  - b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
  - c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
  - d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
  - e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
  - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
  - g) Your Unauthorized absence from work, or
  - h) Your insubordination, or
  - i) Your misconduct.

**Termination by Employee** – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company.

**Joining Expenses** - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.
11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.
13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

#### Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

- a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters)
- b) Photocopies of service certificates from all the previous employers
- c) Photocopy of Last pay slip / salary certificate
- d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year
- e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number (i.e. PAN application number)
- f) UAN (Universal Account Number) from previous employer (Applicable, if associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining.

- a) Four passport size color photographs with white background.
- b) A photocopy of the information pages of your passport
- c) A photo copy of address proof (Permanent & Temporary)

# Neilssoft Pvt. Ltd.

SEZ - Plot No. 23/2 Raja Ganesha Infotech Park, Hingewadi, Pimpri Chinchwad, Pune - 411014  
CIN: U72200PN1991PTC02153 | Email: info@neilssoft.com | www.neilssoft.com

Date: March 09, 2021

To:  
**Express clinic**  
Ground Floor, B1 Building,  
Cerebrum IT Park, Behind Marigold Society,  
Kalyani Nagar, Pune 411014  
Phone : 020 - 41302272/ 73

**Subject: Pre-employment Medical Checkup**

Dear Sir / Madam,

As per our arrangement with you we are sending **Mr. Sagar Nijampure** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- x ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- ( Rupees Eight Hundred Only) directly from the individual

Thanking you,  
Yours truly,

For Neilssoft,

  
**Sahat Samantray**  
Head - Recruitments

Please note:

Timing: From Monday to Saturday between - 8:00 am to 7:30 pm. Sunday Closed. 12 Hours fasting is compulsory before checkup.

## Other Centers :

**Chinchwad** : Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad. Phone: 020-46770236

**Viman Nagar** : Row House No-2, Plot No - 88, Wing F, Nitron Landmark, Viman Nagar,  
Phone: 020 - 41218342

**F C Road** : Shop No 9 to 13, Ground Floor, Mantri House, Next to Kotak Mahindra Bank,  
F C Road, Dnyaneshwar Paduka Chowk, Shivaji Nagar. Phone: 020 - 41201687

**Pimple Saudagar** : Shop No-205, 2nd Floor, Rainbow Plaza Near Shivaji Garden Chowk, Pimple  
Saudagar, Pune - 411057. Phone: 020 - 45781915

Page 1 of 1

Registered Office

Civil Branch

2021 Batch

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# Neilsoft Pvt. Ltd.

HR/OFL/3/9/2021/6

CONFIDENTIAL

March 09, 2021

**Ms. Snehal Avhad**  
At Post Majale Chincholi, Ahmednagar, MH-414106  
404124611

**Subject: Offer of Employment**

Dear Snehal,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET) in Buildings** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 05, 2021** if you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal induction to the company, training and project familiarity process for a period of between 4 to 6 months. This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune Pande Pamar** office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of **Rs. 250,000 (Rupees Two Lac Fifty Thousand Only)** which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in **Annexure A**.
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Brijmohan Patil** to complete the joining formalities. Please bring along the documents listed in **Schedule 1** to Annexure B.

Address: Neilsoft, 406, Pande Pamar Galaxy, 8<sup>th</sup> Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact

**Priya Lahore** (on Email ID: [priya.lahore@neilsoft.com](mailto:priya.lahore@neilsoft.com) / Tel: 7972962591)

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

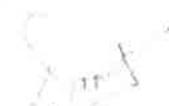
With warm regards  
For Neilsoft,  
  
**Sanjay Sarnaniray**  
Head - Recruitments

I accept the offer and will report for duties on _____
Signature _____
Date _____
Place _____

## ANNEXURE A

Worksheet On Emoluments Of	Snehal Avhad
Date Of Joining	July 05, 2021
Designation	Graduate Engineer Trainee (GET)
Department / Division	Buildings
Location	Pune
Gender	F
Gross Salary (p.a.)	250,000

Compensation Components	Monthly (Rs.)
<b>A. Basic &amp; Allowances</b>	
Basic	5,208
House Rent Allowance	2,063
City Compensatory Allowance	781
Attire / Uniform Allowance	1,000
Conveyance Allowance	3,000
Other Allowance	6,709
<b>Sub Total A</b>	<b>18,781</b>
<b>B. Other Benefits</b>	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1500
Gratuity (As Per Act)	252
<b>Sub Total B</b>	<b>2052</b>
<b>Total Gross Monthly (A+B)</b>	<b>20,833</b>

  
 Head - Recruitments

Signature of the Associate

**Note:**

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

## ANNEXURE B

### TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred, seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.
3. You may be required to work in shift system as per requirements of your job position.
4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.
5. The working day shall comprise of nine working hours and a lunch break for half an hour. Normal working hours is between 9:00am to 6:00pm from Monday through Friday.
6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall at all times act in good faith and in the best interests of the Company. While in the service of the Company, you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself directly or indirectly with any other, paid or unpaid, business or work or assignment, whether part time or full time.
7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
9. **Termination by the Company** - Your services may be terminated by the Company without notice for any of the following:
  - a) Your breach of any of these terms or any other agreement signed by you with the Company, or
  - b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
  - c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
  - d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
  - e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company, or causing loss to the Company, or
  - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
  - g) Your Unauthorized absence from work, or
  - h) Your insubordination, or
  - i) Your misconduct.

**Termination by Employee** - You will have to serve a notice period of 90 days should you wish to resign from the services of the Company.

**Joining Expenses** - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.
11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.
13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

## Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining. In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

- a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters)
- b) Photocopies of service certificates from all the previous employers
- c) Photocopy of Last pay slip / salary certificate
- d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year
- e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number (i.e. PAN application number)
- f) UAN (Universal Account Number) from previous employer (Applicable, if associate was member of PF)

Please bring the originals of the documents specified under a) b) c) d) and e) above for verification.

You are also requested to carry the following with you on the date of joining.

- a) Four passport size color photographs with white background.
- b) A photocopy of the information pages of your passport
- c) A photo copy of address proof (Permanent & Temporary)

Date: March 09, 2021

**Express clinic**  
Ground Floor, B1 Building,  
Cerebrum IT Park, Behind Marigold Society,  
Kalyani Nagar, Pune 411014  
Phone: 020 - 41302272/ 73

**Subject: Pre-employment Medical Checkup**

Dear Sir - Madam,

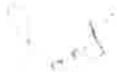
As per our arrangement with you, we are sending **Ms. Snehal Avhad** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you,  
Yours truly,

For Neilsoft,



**Sanat Samartray**  
Head - Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm. Sunday Closed. 12 Hours fasting is compulsory before checkup.

#### Other Centers :

- Chinchwad** : Shop no.18/19/20, L3-Building, Empire Estate, Chinchwad, Phone: 020-46770239
- Viman Nagar** : Row House No-2, Plot No - 88, Wing F, Nitron Landmark, Vimanagar,  
Phone: 020-41216342
- F.C Road** : Shop No-9 to-13 Ground Floor, Mantri House, Next to Kotak Mahindra Bank,  
F.C Road, Dnyaneshwar Paduka Chowk, Shivaj Nagar, Phone: 020-41201837
- Pimple Saudagar** : Shop No-205, 2nd Floor, Rainbow Plaza Near Shwar Garden Chowk, Pimple  
Saudagar, Pune - 411057, Phone: 020 - 46781916

Civil - Branch

2021 Batch

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Date: June 23,2021



TEP India Pvt. Ltd.  
601 "TRANSBAY" Building  
Balewadi Road, Balewadi,  
Pune 411 045.  
[gjsopal@tepgroup.net](mailto:gjsopal@tepgroup.net)

**Subject: Offer for the position of an Engineer I**

Rohan Rajmane,

TEP India proposes the following full-time offer:

Fixed salary - Rs. 1,80,000 per year. Additionally, a bonus of Rs. 9000 will be paid every quarter based on performance reviews which brings your total package to Rs. 2,16,000 per year. Your actual cost to company will be Rs. 2,65,608 per year which includes employee benefits (company PF contribution and medical insurance) and is distributed as shown in table below. Take home salary is paid via direct deposit by the 5th day of each month. Total PF (company contribution (C) + PF deduction (E)) as mentioned in last row will be deposited into your PF account every month.

Particulars	Per Annum	Per Month
	(Amount in INR)	
<b>Fixed salary (A)</b>	<b>1,80,000</b>	<b>15,000</b>
Performance incentive paid quarterly (B)	36,000	3,000
Company's contribution to Provident Fund (C)	19,608	1,634
Family Health Insurance premium (sum insured of Rs. 5,00,000)	30,000	2,500
<b>Total cost to company:</b>	<b>2,65,608</b>	<b>22,134</b>
Professional Tax Deduction (D)	2,400	200
Employee PF Deduction (E)	19,608	1,634
Income Tax (F)	As applicable	As applicable
<b>Take Home Salary = A – D – E - F</b>	<b>1,57,992</b>	<b>13,166</b>
<b>Take Home Salary with Incentive = A + B – D – E -F</b>	<b>1,93,992</b>	<b>16,166</b>
<b>Total PF deposit = (E) + (C)</b>	<b>39,216</b>	<b>3,268</b>

Thank you for your interest in working for our organization. Having successfully passed the interview, we are pleased to offer you a position with TEP India Pvt Ltd. If you accept this offer you will join as Engineer at our Balewadi office. Currently, due to pandemic you will work from home until further notice. All necessary equipments will be provided at office location.

This offer is subjected to the standard terms and conditions of employment set by TEP India. You will be required to sign and agree to the employee non-disclosure, non-solicitation and non-competition agreement when you join the employment of the Company.

By accepting this offer you are also confirming that:

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from taking up this position and delivering your responsibilities towards TEP India.
3. TEP India is not liable for any past dues owed by you as part of termination of any previous employments.
4. You will not be bringing in any intellectual property that you do not have sole ownership.

This offer will be valid for 1 week from the date mentioned in this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment via email or telephone within 1 week and forward us a signed copy of this document through email. If we do not hear back from you within this period, this offer will be canceled, and we are not obliged to hold the position open for you.

#### **Employee Duties and Responsibilities**

You will be starting at TEP India as Civil Engineer as per the offer letter. However, you will be expected to perform all the duties and responsibilities of the roles that will be assigned to you time to time by your team leaders. Your focus will be on preparing construction drawings for telecommunication sites with possible overflow work into other areas of other aspects of civil engineering and quality check.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities to meet TEP India standards. You are expected to show this level of commitment for tasks that are part of your job profile and any other tasks that you would be reasonably expected to perform during your employment with TEP India.

It is your responsibility to ensure quality output in all activities that you engage as an individual or as a team member. You also need to agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities during your employment with TEP India. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

**CTC – Basic salary, Performance bonus, PF, Health Insurance of family**

The CTC mentioned in offer letter will be inclusive of your basic salary, performance bonus, PF, health insurance premium paid to cover your entire family.

**Performance Bonus**

TEP India will pay performance bonus every three-month based on performances evaluated by company during each quarter. Since, first three months is considered as probation period, performance bonus for that period will depend upon how fast you learn and start production activity.

**Tax and PF deductions**

All the tax liabilities owed to the government will be deducted at source from your salary. Also your part of PF will be deducted from your salary and company will match that amount. This total amount (your part + company part) will be deposited in your PF account every month. This is your money, and no company can hold it or use it.

**Increments and Promotions**

Your career path in the company will depend solely on your performance and your capability to work independently. Your first increment will be evaluated after 15 months of joining date. After that, it will be evaluated yearly.

**Quality Matters**

You will be required to learn the processes being followed at TEP India from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

**Probation period**

You have three months of probation period. You will be assigned a team leader and he will train you for first one month. In this initial phase, you are supposed to learn as fast as possible and start production. Your performance bonus won't start unless you have effective production.

**Health insurance**

TEP India is proud to provide an exclusive coverage of health insurance to you and your family, it starts after the end of your probation period. Company pays entire premium amount which gives Rs. 5 lakh sum insured for entire family (includes spouse, kids, and parents).

**Working Hours, Holidays and Leave**

Normal working hours of company are 9 AM to 6 PM Monday to Friday. All Saturday and Sunday are holidays. Additional hours may be required depending on project demands. Within reason, you will be expected to meet any project deadlines regardless of hours. Employees are provided with the opportunity to take 12 paid leaves every year. Company also observes 9-10 festival holidays and

schedule is given out at start of year. Except for emergencies and medical reasons leave will be granted if only declared 7 days before and approved by HR.

### **Intellectual Property Rights**

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such work for the sole benefit of TEP India.

### **Non-Solicitation agreement**

Once you sign this offer letter, you are bound to comply non-solicitation agreement. During your employment with TEP India you shall not solicit any employee of TEP India to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to TEP India. You shall also not directly or indirectly on behalf of another person or entity, solicit or entice any customers or potential customers away from the company.

### **Non-Disclosure agreement**

Once you sign this offer letter, you are bound to comply non-disclosure agreement requires protection of confidential information from time to time. You are also required to not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

### **Termination**

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company:

1. any material items belonging to the company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control.

You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

### **Breaches and violations**

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this agreement. The company reserves the right to modify/amend terms and conditions and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action.

### **Other Rules and Regulations**

During employment you are subject to rules and regulations and policies of the company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

### **Notice Period**

To terminate your job, you have a notice period of 1 month. Notice period is considered to start from the point the termination letter is received by company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate your employment with immediate effect and not pay the salary of respective month.

It is our hope that you accept this offer and that you are able to begin full-time starting July 1<sup>st</sup>. Please sign and let us know your decision soon.

Respectfully submitted by:

Dr. Gautam J Sopal, Managing Director

Rohan Rajmane

CIVIL Branch  
2021 Batch

Date: June 23,2021



TEP India Pvt. Ltd.  
601 "TRANSBAY" Building  
Balewadi Road, Balewadi,  
Pune 411 045  
[gjsopal@tepgroup.net](mailto:gjsopal@tepgroup.net)

**Subject: Offer for the position of an Engineer I**

Seema Kendre,

TEP India proposes the following full-time offer:

Fixed salary - Rs. 1,80,000 per year. Additionally, a bonus of Rs. 9000 will be paid every quarter based on performance reviews which brings your total package to Rs. 2,16,000 per year. Your actual cost to company will be Rs. 2,65,608 per year which includes employee benefits (company PF contribution and medical insurance) and is distributed as shown in table below. Take home salary is paid via direct deposit by the 5th day of each month. Total PF (company contribution (C) + PF deduction (E)) as mentioned in last row will be deposited into your PF account every month.

Particulars	Per Annum	Per Month
	(Amount in INR)	
<b>Fixed salary (A)</b>	<b>1,80,000</b>	<b>15,000</b>
Performance incentive paid quarterly (B)	36,000	3,000
Company's contribution to Provident Fund (C)	19,608	1,634
Family Health Insurance premium (sum insured of Rs. 5,00,000)	30,000	2,500
<b>Total cost to company:</b>	<b>2,65,608</b>	<b>22,134</b>
Professional Tax Deduction (D)	2,400	200
Employee PF Deduction (E)	19,608	1,634
Income Tax (F)	As applicable	As applicable
<b>Take Home Salary = A – D – E - F</b>	<b>1,57,992</b>	<b>13,166</b>
<b>Take Home Salary with Incentive = A + B – D – E -F</b>	<b>1,93,992</b>	<b>16,166</b>
<b>Total PF deposit = (E) + (C)</b>	<b>39,216</b>	<b>3,268</b>

Thank you for your interest in working for our organization. Having successfully passed the interview, we are pleased to offer you a position with TEP India Pvt Ltd. If you accept this offer you will join as Engineer at our Balewadi office. Currently, due to pandemic you will work from home until further notice. All necessary equipments will be provided at office location.

This offer is subjected to the standard terms and conditions of employment set by TEP India. You will be required to sign and agree to the employee non-disclosure, non-solicitation and non-competition agreement when you join the employment of the Company.

By accepting this offer you are also confirming that:

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from taking up this position and delivering your responsibilities towards TEP India.
3. TEP India is not liable for any past dues owed by you as part of termination of any previous employments.
4. You will not be bringing in any intellectual property that you do not have sole ownership.

This offer will be valid for 1 week from the date mentioned in this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment via email or telephone within 1 week and forward us a signed copy of this document through email. If we do not hear back from you within this period, this offer will be canceled, and we are not obliged to hold the position open for you.

#### **Employee Duties and Responsibilities**

You will be starting at TEP India as Civil Engineer as per the offer letter. However, you will be expected to perform all the duties and responsibilities of the roles that will be assigned to you time to time by your team leaders. Your focus will be on preparing construction drawings for telecommunication sites with possible overflow work into other areas of other aspects of civil engineering and quality check.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities to meet TEP India standards. You are expected to show this level of commitment for tasks that are part of your job profile and any other tasks that you would be reasonably expected to perform during your employment with TEP India.

It is your responsibility to ensure quality output in all activities that you engage as an individual or as a team member. You also need to agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities during your employment with TEP India. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

### **CTC – Basic salary, Performance bonus, PF, Health Insurance of family**

The CTC mentioned in offer letter will be inclusive of your basic salary, performance bonus, PF, health insurance premium paid to cover your entire family.

### **Performance Bonus**

TEP India will pay performance bonus every three-month based on performances evaluated by company during each quarter. Since, first three months is considered as probation period, performance bonus for that period will depend upon how fast you learn and start production activity.

### **Tax and PF deductions**

All the tax liabilities owed to the government will be deducted at source from your salary. Also your part of PF will be deducted from your salary and company will match that amount. This total amount (your part + company part) will be deposited in your PF account every month. This is your money, and no company can hold it or use it.

### **Increments and Promotions**

Your career path in the company will depend solely on your performance and your capability to work independently. Your first increment will be evaluated after 15 months of joining date. After that, it will be evaluated yearly.

### **Quality Matters**

You will be required to learn the processes being followed at TEP India from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

### **Probation period**

You have three months of probation period. You will be assigned a team leader and he will train you for first one month. In this initial phase, you are supposed to learn as fast as possible and start production. Your performance bonus won't start unless you have effective production.

### **Health insurance**

TEP India is proud to provide an exclusive coverage of health insurance to you and your family, it starts after the end of your probation period. Company pays entire premium amount which gives Rs. 5 lakh sum insured for entire family (includes spouse, kids, and parents).

### **Working Hours, Holidays and Leave**

Normal working hours of company are 9 AM to 5 PM Monday to Friday. All Saturday and Sunday are holidays. Additional hours may be required depending on project demands. Within reason, you will be expected to meet any project deadlines regardless of hours. Employees are provided with the opportunity to take 12 paid leaves every year. Company also observes 9-10 festival holidays and

schedule is given out at start of year. Except for emergencies and medical reasons leave will be granted if only declared 7 days before and approved by HR.

### **Intellectual Property Rights**

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such work for the sole benefit of TEP India.

### **Non-Solicitation agreement**

Once you sign this offer letter, you are bound to comply non-solicitation agreement. During your employment with TEP India you shall not solicit any employee of TEP India to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to TEP India. You shall also not directly or indirectly on behalf of another person or entity, solicit or entice any customers or potential customers away from the company.

### **Non-Disclosure agreement**

Once you sign this offer letter, you are bound to comply non-disclosure agreement requires protection of confidential information from time to time. You are also required to not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

### **Termination**

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company:

1. any material items belonging to the company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control.

You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

#### **Breaches and violations**

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this agreement. The company reserves the right to modify/amend terms and conditions and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action.

#### **Other Rules and Regulations**

During employment you are subject to rules and regulations and policies of the company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

#### **Notice Period**

To terminate your job, you have a notice period of 1 month. Notice period is considered to start from the point the termination letter is received by company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate your employment with immediate effect and not pay the salary of respective month.

It is our hope that you accept this offer and that you are able to begin full-time starting July 1<sup>st</sup>. Please sign and let us know your decision soon.

Respectfully submitted by:

Dr. Gautam J Sopal, Managing Director

Seema Kendre

Civil Branch  
2021 Batch

**Provisional Offer Letter**

Date: 30.06.2021

Mr. Nilesh Parit,  
A/P- Murgud, Tal. Kagal, Dist. Kolhapur,  
Kolhapur 416219

**Sub: Employment offer**

Congratulations for having been selected as **Graduate Engineer Trainee** at Transrail Lighting Limited. You will be part of a select cohort of trainees who have been selected from best institutes across the country.

On joining you would be put through a detailed induction and onboarding program which will provide you with much deeper insight into Transrail's businesses and operations. This program would be a mix of both classroom learning as well as factory and site visits, thereby providing you a holistic overview of business, technical, commercial and site operations. You would also be exposed to Transrail's core competencies during the course of the program. Thereafter, you will be deployed in any department or site for on-the-job training till 19<sup>th</sup> July, 2022.

With the view to ensuring that you settle down and adjust to the culture and ways of working at Transrail, you would be assigned a mentor who you could reach out to for support and guidance.

**Your terms of appointment would be as follows:**

Designation	:- Graduate Engineer Trainee
Date of Joining	:- 19 <sup>th</sup> July, 2021
Training Period	:- 12 Months
Remuneration	:- As per attached Annexure 'A'
Place of Reporting	:- Nagpur

**Corporate & Registered Office :**

501 A, B, C, E Fortune 2000, Block-G, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India  
Tel: +91 22 61979600 | Fax: +91 22 61979666 | Web: www.transrail.in | CIN: U31506MH2008PLC179012

You shall submit all the credentials viz. Date of birth proof, Passport size photographs (2), educational certificates, PAN Card Copy and Aadhar Card Copy for validation of our appointment.

After 12 months training, you will be confirmed subject to satisfactory completion of your training period. Post confirmation you may be transferred to any department or site in India or abroad.

Your formal appointment letter will be issued within 15 days of your joining. You are requested to sign duplicate copy of this offer letter as a token of your acceptance and scan back to us.

Your salary is to be considered as private & confidential and not to be divulged to others.

We shall feel proud to have you as **A FAMILY MEMBER OF TRANSRAIL AND WISH YOU A LONG, PRODUCTIVE AND SATISFYING CAREER WITH US.**

Yours Faithfully,  
For Transrail Lighting Limited,



**Rahul Ghatak**  
**CHRO**

I have read and understood the terms and conditions of the appointment and same are hereby accepted by me.



Nilesh Dattatray Parit

**Corporate & Registered Office :**

501 A, B, C, E Fortune 2000, Block-G, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India  
Tel: +91 22 61979600 | Fax: +91 22 61979666 | Web: www.transrail.in | CIN: U31506MH2008PLC179012

**ANNEXURE-A**  
**Transrail Lighting Limited**

Name : Mr. Nilesh Parit  
Designation : Graduate Engineer Trainee  
Grade : 6B  
Location : Nagpur

(All Amount in INR)

	Compensation Details	Amount / Month	Amount / Annum
<b>A</b>	<b>Monthly Payments</b>		
1	Consolidated Basic	12000	144000
2	Flexi Allowance	9766	117194
3	House Rent Allowance (5%)	600	7200
4	Children Education Allowance	200	2400
	<b>Total - Per Month / Annum</b>	<b>22566</b>	<b>270794</b>
<b>B</b>	<b>Monthly / Annual Payments / Reimbursements</b>		
1	Bonus / Exgratia (20%)		28800
	<b>Total Annual Payments / Reimbursements</b>		<b>28800</b>
<b>C</b>	<b>Other Benefits</b>		
1	Provident Fund (12%)		17280
2	Gratuity (4.81%)		6926
3	Mediclaim Premium		1200
	<b>Total - Other Benefits</b>		<b>25406</b>
	<b>Cost To Company Annually (A+B+C)</b>		<b>325000</b>

- a) You are entitled to get Rs. 25,000/- as Retention Bonus at the end of 1st year  
b) You are entitled to get Rs. 25,000/- as Retention Bonus at the end of 2nd year

*Rahul Ghatak*  
**Rahul Ghatak**  
**CHRO**

CIVIL Department  
2024 Batch

420



Personal and confidential

Letter of employment

June 29, 2021

Zenith Virsen Nandeshwar  
Near Shree Ganeshay Jewellers,  
Gulmohar, Plot no. 19,  
Vidya Nagar, Bhandara, Maharashtra - 441904

Dear Zenith,

Many Congratulations!

We are delighted to offer you the full-time position of "Recruitment Associate" (Grade-2) at PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.").

Location: Pune

Date of joining: July 01, 2021

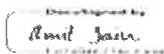
Your annualized On-target earnings (OTE) will be 3,60,000/- (Three Lakhs Sixty Thousand Only) . This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below and the conditions of hire mentioned in Annexure 3. Please indicate your acceptance of this offer within seven (7) days by returning a copy of this letter duly signed by you.

We take this opportunity to congratulate you on your selection and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We look forward to having you onboard!

For PeopleStrong Technologies Private Limited (formerly known as "PeopleStrong HR Services Pvt. Ltd.")

Warm Regards,



Amit Jain

Vice President - Human Resource

### Annexure

#### 1. Detailed On-target earnings (OTE) breakup:

Salary components		Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	5,229	62,742
iii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
v	Employer contribution to ESIC	0	0
Vi	Insurance <sup>(2)</sup>	500	6,000
Vii	Employer contribution to gratuity <sup>(3)</sup>	722	8,658
Viii	Monthly bonus <sup>(4)</sup>	2,250	27,000
<b>Base gross salary</b>		<b>25,501</b>	<b>3,06,000</b>
Incentive <sup>(1)</sup>		4,500	54,000
<b>OTE</b>		<b>30,000</b>	<b>3,60,000</b>
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Medclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 3 lacs for group medclaim policy, INR 5 Lacs for group accidental policy and INR 20 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

#### NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.
03. Base gross salary & OTE are subject to statutory tax deductions

04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per your base location).
05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and PeopleStrong
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to PeopleStrong in the prescribed format within the timeline stipulated by PeopleStrong. The payments described in the FBP 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.

## 2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance (limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum
Professional development allowance (subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card (available in denominations of INR 1000, INR 2000 & INR 3000 per month) (applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

\*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

## 3. Conditions of hire:

Your employment with PeopleStrong will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by PeopleStrong
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with PeopleStrong if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining PeopleStrong)



- d) You represent that acceptance of employment with PeopleStrong does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by PeopleStrong is cleared; and
- f) 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 to PeopleStrong before your joining.

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.

### Terms and conditions

#### 1. Service rules

You will be governed by the rules, regulations, and other PeopleStrong policy (together with the "PeopleStrong policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in PeopleStrong policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "**Manager - RPO**" in PeopleStrong at the time of joining. However, your services are transferable and can be seconded or deputed by PeopleStrong to any of PeopleStrong locations or locations of PeopleStrong's associate companies/clients in India or abroad. PeopleStrong further reserves the right to transfer your employment to any other PeopleStrong or legal entity, as part of any transfer of undertaking of PeopleStrong or as part of any restructuring or amalgamation or such other plan implemented by PeopleStrong or by which PeopleStrong is bound, on such terms and conditions as applicable to such plan.

#### 2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

#### 3. Performance Incentive



The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of PeopleStrong on the date of incentive payment are eligible to receive the incentive for that performance review period. Employees who leave the services of PeopleStrong before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

PeopleStrong follows the performance cycle from 1<sup>st</sup> April to 31<sup>st</sup> March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins PeopleStrong on or before 31<sup>st</sup> October will be eligible for increment in May (the following year) and anyone who is joining on or after 1<sup>st</sup> November will be eligible for incentive on subsequent year increment cycle. PeopleStrong follows the compensation increment cycle from 1<sup>st</sup> May to 30<sup>th</sup> April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and PeopleStrong. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time

#### **4. Remuneration**

PeopleStrong will contribute 12% of your basic pay towards your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

PeopleStrong assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, PeopleStrong may from time to time, withhold any tax as may be required by applicable law.

PeopleStrong reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to PeopleStrong or any of PeopleStrong's associate companies in India or abroad, including any overpayment, loan, or advance made to you by PeopleStrong or any of PeopleStrong's associate companies in India or abroad.

Performance cycle: PeopleStrong follows a performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

#### **5. Working hours & leaves**

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of PeopleStrong or any of PeopleStrong's associate companies in India or abroad may require.



You will comply with any requests made or measures imposed to enable PeopleStrong and/or the director to monitor and record your working time.

All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from PeopleStrong along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary.

Leave calculation will not include Saturday, Sunday, and PeopleStrong holidays. You will be entitled to 10 PeopleStrong holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by PeopleStrong at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective I1 manager.

## **6. Training**

During the course of your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. PeopleStrong will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by PeopleStrong in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in PeopleStrong. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

## **7. Separation**

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days notice in writing without assigning any reasons. Period separation is initiated by PeopleStrong, then PeopleStrong may,



at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by PeopleStrong.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of PeopleStrong. You will ensure that all your ongoing activities are completed and handed over as per PeopleStrong guidelines on the separation process. In case you decide to leave PeopleStrong without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred by PeopleStrong in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, PeopleStrong may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with PeopleStrong and you are bound to complete your notice period before leaving the services of PeopleStrong.

You shall be governed by PeopleStrong policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable PeopleStrong policies & processes.

You shall automatically retire from employment with PeopleStrong on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that PeopleStrong reserves the right to change the retirement age.

## 8. Termination

PeopleStrong may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capably of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from PeopleStrong.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by PeopleStrong. Upon termination for whatever cause or reason, you shall return all PeopleStrong property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with PeopleStrong. Upon the termination of your employment, you will be entitled to be paid base salary on prorated basis in respect of any holiday accrued and not taken and will repay to PeopleStrong an amount in respect of excess holiday taken over that which was accrued. PeopleStrong may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with PeopleStrong, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be



imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

**9. Non-solicitation, non-compete, non-defamation etc.**

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, have any material interest in any other occupation except with the prior written consent of PeopleStrong.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of PeopleStrong, pursue any full-time or part-time educational course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from PeopleStrong before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of PeopleStrong:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of PeopleStrong or any of PeopleStrong's associate companies, directly or indirectly make preparations to compete with any business carried on by PeopleStrong or PeopleStrong's associate companies;

(b) induce or attempt to induce any client or customer or supplier of PeopleStrong or any of PeopleStrong's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with PeopleStrong or any of PeopleStrong's associate companies or to exclude PeopleStrong or any of PeopleStrong's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by PeopleStrong or any of PeopleStrong's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of PeopleStrong, do or carry out any act or deed on behalf of PeopleStrong, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by PeopleStrong, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of PeopleStrong, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of PeopleStrong.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of PeopleStrong. You shall not engage with any competitor of PeopleStrong or any other person for the similar services as being provided to PeopleStrong and its



customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of PeopleStrong who performed any work in connection with the agreement, without prior written approval from PeopleStrong, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by PeopleStrong. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of PeopleStrong or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning PeopleStrong or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of PeopleStrong or any of its associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with PeopleStrong and at all times thereafter, you will not make any false, defamatory, or disparaging statements about PeopleStrong or the employees, offices, or directors of PeopleStrong that are reasonably likely to cause damage to such entity or person.

#### **10. Employment particulars & background verification**

Your final appointment is contingent upon the successful completion of a background check. PeopleStrong may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

PeopleStrong may conduct your background verification either through PeopleStrong or by a third party at any time after joining PeopleStrong.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

#### **11. Service obligations**



In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by PeopleStrong and any association or professional body to which PeopleStrong from time to time belongs, together with general laws, regulations, and requirements applicable to PeopleStrong from time to time. While in the employment of PeopleStrong, you shall (a) use your best endeavor to promote the business interests and welfare of PeopleStrong; (b) devote your full time, attention, and abilities during hours of work to the affairs of PeopleStrong; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of PeopleStrong or conflicts with your position in PeopleStrong (including without limitation any connected person).

### **12. Warranty and indemnification**

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or performing your duties under, this appointment letter. You will indemnify and hold PeopleStrong harmless against all suits, claims, costs, damages, and expenses that PeopleStrong may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with PeopleStrong is on a full-time basis, you shall not take up any assignment, including those in the nature of any business, profession, or vocation, without the prior written consent of PeopleStrong, which may be granted/refused at PeopleStrong's sole discretion.

### **13. Force majeure**

PeopleStrong shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

### **14. Expenses**

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of PeopleStrong's expenses policy from time to time in force.

### **15. Confidentiality**



During the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to PeopleStrong or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with PeopleStrong, and/or its affiliates or subsidiaries (together "confidential information"). You shall keep and maintain strict confidentiality of such confidential information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without the prior written consent of an authorized officer of PeopleStrong. You shall at all times, whether during or after the termination of your employment, act with the utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise. You shall not reproduce, store in a retrieval system, or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning, or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

Upon expiry or termination of your employment with PeopleStrong, you will return and surrender to PeopleStrong, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and videotapes, floppies and discs, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as PeopleStrong or its affiliates or customers may require in this regard, from time to time. You shall not disclose to any public papers, journals, pamphlets, or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to PeopleStrong or its subsidiaries or affiliates, except with prior approval. The obligations contained above shall cease to apply to any confidential information upon it (a) coming into the public domain, other than as a result of or in connection with the direct or indirect disclosure by you in breach of any condition; and (b) being required to be disclosed pursuant to any regulatory requirement(s). you shall not at any time during the continuance of your employment with PeopleStrong make any notes or memoranda relating to any matter within the scope of the business of PeopleStrong or any of PeopleStrong's associate companies in India or abroad or concerning any of the dealings or affairs of PeopleStrong or any of PeopleStrong's associate companies in India or abroad, otherwise than for the benefit of PeopleStrong or any of PeopleStrong's associate companies in India or abroad for whom you are directed to provide your services.

You agree and confirm that you will, at all times:

- a) Maintain in confidence all such confidential information and will not use such 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 without the prior written consent of PeopleStrong;
- c) Prevent the unauthorized use, dissemination, or publication of such confidential information;
- d) Not copy or reproduce any such confidential information except as is reasonably necessary for the purpose for which it was shared with you;
- e) Not use the confidential information in a way so as to produce a commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to PeopleStrong; and



- f) Neither obtain nor claim any ownership interest in any knowledge or information obtained from such confidential information.

## 16. Intellectual property rights

You hereby irrevocably assign to PeopleStrong, including by way of future assignment, with full title guarantee, absolutely and free from all encumbrances, all your right, title, and interest in any and all intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets in, or relating to, any work or material created, conceived, developed, contributed to or improved upon in whole or in part by you during the course of your employment together with all accrued rights of action in respect of any infringement of any such intellectual property rights.

Notwithstanding anything to the contrary, no license with respect to intellectual property rights shall be deemed or implied to be granted by PeopleStrong to you in respect of PeopleStrong intellectual property.

You shall not reverse-engineer, decompile, or disassemble, modify or copy (except for making a single backup copy) any methodologies, software or whitepaper article, themes, headlines, or confidential information disclosed under this agreement and shall not remove, overprint, deface or change any notice of confidentiality, copyright, trademark, logo, or other notices of ownership from any originals or copies of confidential information you receives from PeopleStrong.

You agree and understand that for any and all copyrightable works that are prepared by you, within his scope of service, PeopleStrong will be considered the first owner of such copyrightable works. To the extent that PeopleStrong is not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such PeopleStrong intellectual property is irrevocably assigned by you to PeopleStrong in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such PeopleStrong intellectual property.

You shall, without charge to, but at the cost and expense of PeopleStrong, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in PeopleStrong (or any such PeopleStrong as directed) absolutely.

During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of PeopleStrong, its successors in title and assigns.



The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

#### **17. PeopleStrong property**

For efficient discharge of your services, PeopleStrong may provide you with a mobile phone, laptop, etc. subject to PeopleStrong policy. This will be PeopleStrong property which shall be entrusted to you for official purpose only. You will be required to return all PeopleStrong property and documents at any time upon request or in the event of termination of employment. 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 PeopleStrong.

#### **18. Jurisdiction and governing laws**

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects 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 construction, meaning or effect thereof 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 Delhi in the 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 PeopleStrong. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of PeopleStrong policies may result in significant and continuing injury and irreparable harm to PeopleStrong, the monetary value of which would be impossible to establish. Therefore, you agree that PeopleStrong shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and PeopleStrong and any breach of this confidence will be viewed with utmost seriousness.



**Acceptance**

I, "Zenith Virsen Nandeshwar S/O Virsen Nandeshwar", have read and understood the contents of this employment offer letter and all its exhibits and accept all 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 PeopleStrong technologies private limited.

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : \_\_\_\_\_

Signature : \_\_\_\_\_

Date : \_\_\_\_\_

**Note: Please sign on all the pages of the document.**

**Pre-joining process**

To smoothen your onboarding process, you will receive a pre-onboarding link from [yourhr@peoplestrong.com](mailto:yourhr@peoplestrong.com) two days prior to your date of joining. Please fill the form on the link and upload all the documents mentioned below on the same link.

**Documents required on the date of joining**

Your appointment is subject to you submitting the following documents to the HR department on your arrival at PeopleStrong:

- Copy of Pan card
- Copy of Aadhar card
- Copy of Voter id/ Driving license
- Passport size photographs (4 copies) – for personnel records and opening of salary a/c
- Educational certificate/mark sheet copies (mark sheet of all degrees & courses) – for personnel records
- Canceled bank cheque of HDFC
- Original relieving letter from current employer – for personnel records
- Your detailed curriculum vitae (in case not submitted earlier) – for personnel records
- Copy of form 16/ tax deduction certificate from the past employer (not applicable for freshers/trainees)
- Current address proof (ration card/electricity bill/telephone bill/water bill)
- Last three month's salary slip/certificate of the previous organization
- Birth/month/year details of your mother & father

Your contact point in HR would be Simran, you can write at [simran.anand@taggd.in](mailto:simran.anand@taggd.in) or [hr@peoplestrong.com](mailto:hr@peoplestrong.com).

**Offer Letter**

Name:Amit Gangeshwar Pandey

Date:Wednesday, June 2, 2021

Dear Mr. Amit Gangeshwar Pandey ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (" Company "), on the following terms and conditions;

**1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, June 8, 2021** . Your work location would be **Mumbai / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

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

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

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

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

**6. Department, Designation & Reporting Manager:**

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Aishvary . (TNL201611035)
Role Location:	Mumbai / Bangalore
Sales Circle Location:	Raigarh(Mh)
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

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

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

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

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

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

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

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

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

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

**13. Termination:** Subject to Clause 2, your services may be terminated in the following manner:

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

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

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

**14. Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep

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

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

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

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

**17. General Provisions:**

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

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

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

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

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

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

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

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

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Civil Branch  
2021 Batch

Any modification of this letter will be effective only if it is in writing, signed by both parties.

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

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

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

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

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

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

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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

422

**Fwd: Congratulations on Junior Engineer Position - Pearl Homes**

1 message

Mon, Mar 14, 2022 at 3:53 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Shweta Devgan** <shweta@pearlhomes.com.au>  
Date: Sat, Aug 14, 2021 at 1:20 PM  
Subject: Congratulations on Junior Engineer Position - Pearl Homes  
To: vivek yejre <vbyejre@mitaoe.ac.in>  
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Vivek,

Congratulations! We are pleased to offer you the Junior Engineer Position.

**Commencement date is 16-Aug.**

Please provide the following to prepare your contract as soon as possible.

1. Aadhar Card
2. Driving Licence
3. Passport Copy if you have
4. PAN card
5. Current Residential Address Proof – Rented Property. How long have you been on this address?
6. Permanent Address Proof (ensure you supply address proof registered on Aadhar Card)
7. Police clearance certificate. You can contact local police for that certificate. This is to verify so there is no criminal record attached to your name.

Notary attested and scanned copies to be provided asap.

Good Luck.

signature\_1932528099

**Dr. Shweta Devgan | CEO**

A: 19/105-111 Ricketts Road, Mount Waverley VIC 3149  
P: +61 (3) 9548 8804

M: +61 (430) 422 898  
E: shweta@pearlhomes.com.au

signature\_1129800414 signature\_600290052 signature\_1607364644 signature\_256732250

The information contained in this email message may be confidential. If you are not the intended recipient any use, distribution, disclosure or copying of this information is prohibited. If you receive this email in error, please tell us by return email and delete it and any attachments from your system.  
Please consider the environment before printing this e-mail

signature\_1168356971 *Pearl Homes acknowledges the traditional custodians of the lands across Australia and we pay our respects to Elders past, present and emerging.*

423

Vikas Singh &lt;vssingh@admin.maepune.ac.in&gt;

**IDES- Global Offer Letter - Trainee Design Engineer - Shubham Hore BE-CIVIL- 2021 Batch**

1 message

**Gangadhar Phad** <gangadhar.phad@mitaoe.ac.in>

Fri, Aug 13, 2021 at 6:39 AM

To: Sitaram Suryawanshi &lt;sgsuryawanshi@mitaoe.ac.in&gt;

Cc: Atif Shaikh &lt;abshaikh@civil.mitaoe.ac.in&gt;, "Dr. Shitalkumar Jain Deputy Director CR" &lt;deputydirector.cr@mitaoe.ac.in&gt;, Pramod Dastoorkar Head Corporate Relation - MITAOE &lt;dastoorkarpp@mitaoe.ac.in&gt;, Jayant Patkar &lt;jdpatkar@mitaoe.ac.in&gt;, vssingh@admin.maepune.ac.in

Dear Shubham,

Continuing our discussion further with reference to your application and the subsequent interviews you had with us for the Trainee Design Engineer position.

We believe that your knowledge, skills and experience would be an ideal fit for our team and I am pleased to extend the offer of employment to you on behalf of International Design & Engineering Solutions Pvt. Ltd for Trainee Design Engineer position. This offer **subjected to you joining us** and will carry an annual CTC of **240,000 INR /- (Rupees Two Lac Forty Thousand Only)**, the offer break-up is enclosed in attachments.

**You will report for duty at our office address as mentioned below on or before 1<sup>st</sup> September 2021.**

Address: IDES Pvt. Ltd., Plot No: 3, Phase – I, Rajiv Gandhi InfoTech Park, Hinjawadi, Pune – 411057.

*Note : To ensure smooth on boarding and training process we may extend the joining date based on covid/lockdown situation. You will be intimated one week before actual Date of Joining.*

In case you fail to report for duty on date mentioned above, unless extended by mutual consent, this offer will stand automatically cancelled.

This offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of the above, we retain the right to review our offer of employment.

**You are required to submit the following documents:**

Please send the scanned copies of the documents listed below and carry the same on Joining Date

1. 10th & 12th Passing Certificates/ Mark sheets - Originals and Photocopy
2. Graduation certificate/ Mark sheets – Originals and Photocopy
3. PG certificate / Mark sheet copies - If any
4. Aadhaar card copy
5. Pan Card copy
6. Appraisal/Promotion/increment letter - both Original and Photocopy – If Any
7. Appointment letter of previous company if any
8. Relieving letter of the previous company if any
9. 4 passport size photos
10. Soft copy of Cancelled Cheque
11. Last 3 Months Payslips and Bank Statement- Photocopy
12. Provident and Pension fund (if applicable)
13. Employee State Insurance (if applicable)
14. Latest Resume
15. Permanent Address Proof
16. Correspondence Address Proof

**(Bring all original documents only for Verification and all the photocopies should be self-attested)**

Please revert with a confirmation of your acceptance of the offer and date of joining by 13<sup>th</sup> August 2021.

**Congratulations & we look forward to having you On Board**

**International Design & Engineering Solutions Pvt. Ltd.**

Plot no.3, Rajiv Gandhi InfoTech IT Park, Phase 1, Hinjawadi, Pune 411057.

Pune | Virginia | Ohio | Kent |

<http://www.ides-global.com> | [www.engineer-cec.com](http://www.engineer-cec.com)

CIN: - U72900PN2006PTC167521

**5 attachments**

 **image001.jpg**  
4K

 **image002.jpg**



**International Design Engineering Solutions Pvt. Ltd.**

www.ides-global.com Plot No 3,  
Rajiv Gandhi Infotech park, Phase 1,  
Hinjewadi India Phone +91-020-2293 4154

<b>Salary Breakup of Mr. Shubham Hore</b>	
<b>Salary Detail</b>	
Basic	7,000
HRA	3,491
Special Allowence	4,078
Conveyance	1,600
Medical Allowence	1,250
LTA	292
Bonus	583
<b>Gross Salary</b>	<b>18,294</b>
EPF IDES	1,706
<b>Total CTC</b>	<b>20,000</b>
<b>LESS DEDUCTIONS</b>	
EMPLOYEE EPF	1,706
ESIC	137
PROFESSIONAL TAX	200
<b>TOTAL DEDUCTION</b>	<b>2,043</b>
<b>IDES NET PAYMENT</b>	<b>16,251</b>
This is Computer generated Salary Breakup	

Civic Branch  
2021 Batch

**Fwd: Congratulations on Jr Engineer Position - Pearl Homes - Prallavit Devgade**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
To: Vikas Singh <vssingh@mitaoe.ac.in>

Wed, Mar 23, 2022 at 3:26 PM

FYI - Pearl\_selection\_2021\_batch student

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

From: **Shweta Devgan | Pearl Homes**, <shweta@pearlhomes.com.au>

Date: Mon, Sep 13, 2021 at 3:01 PM

Subject: Congratulations on Jr Engineer Position - Pearl Homes - Prallavit Devgade

To: Prallavit Devgade <prallavit12345@gmail.com>, Prallavit Devgade <ppdevgade@mitaoe.ac.in>

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, abshaikh@civil.mitaoe.ac.in <abshaikh@civil.mitaoe.ac.in>

Dear Prallavit,

Congratulations! We are pleased to offer you the Junior Engineer Position.

**Commencement date is 15-Sep.**

Please provide the following to prepare your contract as soon as possible.

1. Aadhar Card
2. Driving Licence
3. Passport Copy if you have
4. PAN card
5. Current Residential Address Proof – Rented Property. How long have you been on this address?
6. Permanent Address Proof (ensure you supply address proof registered on Aadhar Card)
7. Police clearance certificate. You can contact local police for that certificate. This is to verify so there is no criminal record attached to your name.

Notary attested and scanned copies to be provided asap.

Good Luck.



PEARL HOMES

Dr. Shweta Devgan | CEO

A: 19/105-111 Ricketts Road, Mount Waverley VIC 3149  
P: +61 (3) 9548 8804

M: +61 (430) 422 898  
E: shweta@pearlhomes.com.au



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Please consider the environment before printing this e-mail



*Pearl Homes acknowledges the traditional custodians of the lands across Australia and we pay our respects to Elders past, present and emerging.*

425

## Fwd: MIT-WPU,Pune: Belcan India (2021 &amp; 2022 batch)

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:37 PM

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

From: Tungaturthi, Deepthi <dtungaturthi@belcan.com>  
 Date: Sun, Mar 6, 2022 at 4:21 PM  
 Subject: RE: MIT-WPU,Pune: List of interested students for Belcan India (2021 & 2022 batch)  
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>  
 Cc: Jitendra Gadhi <director.cs@mitwpu.edu.in>, Shirude, Rohan <rohan.shirude@belcan.com>, Bolloju, Sivarama K <sbolloju@belcan.com>, Mudiam, Madhu B. <mmudiam@belcan.com>, Kulkarni, Girish R. <gkulkarni@belcan.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Dr. Hemant Mali,

Thank you for sharing the profiles with us

As discussed, we have shortlisted below students from 2022 and 2021 batch and here is the offer status(yet to release)

We would be releasing the internship offer letters today as their onboarding(virtually) is tomorrow i.e 7<sup>th</sup> March 2022 followed by other offers release

Student Name	Student Batch	Offer Type(Full time or Internship)	Date Of Joining	Salary Type(Annual-CTC/Monthly-Stipend)	Offered Salary
Abhishek Suryabhan Naikwade	2022	Internship	07-Mar-22	Monthly-Stipend	INR 15000
Shubham Pundalik Bhadarge	2022	Internship	07-Mar-22	Monthly-Stipend	INR 15000
Vineet Amaresh Khened	2022	Internship	07-Mar-22	Monthly-Stipend	INR 15000
Devendar Suhas Patwardhan	2022	Full Time	25-Apr-22	Annual-CTC	INR 4,00,000
Sohail Shakil Shaikh	2022	Full Time	18-April-22	Annual-CTC	INR 4,00,000
Sudarshan Ghotekar	2021	Full Time	14-Mar-22	Annual-CTC	INR 3,50,000

Paras Choudhary	2021	Full Time	21-Mar-22	Annual-CTC	INR 3,50,000
Pratik Hapase	2021	Full Time	06-Jun-22	Annual-CTC	INR 4,50,000 (Currently in Cognizant with 4.01 LPA)
Prem Prakash Singh	2021	Full Time	21-Mar-22	Annual-CTC	INR 3,50,000
Sowmik Paul	2021	Full Time	04-Apr-22	Annual-CTC	INR 3,50,000
Harshal Sanja	2021	Full Time	21-Mar-22	Annual-CTC	INR 3,50,000
Pradumn Sorte	2021	Full Time	04-Apr-22	Annual-CTC	INR 3,50,000

Thanks for your support

Regards,

Deepthi

426

**Fwd: MIT-WPU,Pune: Belcan India (2021 & 2022 batch)**

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>  
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 Cc: Jitendra Gadhvi <director.cs@mitwpu.edu.in>, Shirude, Rohan <rohan.shirude@belcan.com>, Bolloju, Sivarama K <sbolloju@belcan.com>, Mudiam, Madhu B. <mmudiam@belcan.com>, Kulkarni, Girish R. <gkulkarni@belcan.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

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Thanks for your support

Regards,

Deepthi

425

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Harshal Sanja	2021	Full Time	21-Mar-22	Annual-CTC	INR 3,50,000
Pradumn Sorte	2021	Full Time	04-Apr-22	Annual-CTC	INR 3,50,000

Thanks for your support

Regards,

Deepthi

Contact

MIT Academy of Engineering Alandi  
9422575327 (Mobile)  
daradesahil27@gmail.com

www.linkedin.com/in/sahil-  
darade-8410b814b (LinkedIn)

Top Skills

Chemical Engineering  
Process Engineering  
Aspen HYSYS

# Sahil Darade

Management Trainee - Technology Center at Alkyl Amine Chemical Limited Kurkumbh  
Ahmednagar

## Summary

Aiming to apply my knowledge in chemical industry, seeking an entry-level position in Chemical Engineer/Process Designer where I can utilize my skills efficiently for the development of the company as well as myself. My goal is to use my technical skills for achieving the target and developing the best performance in the organization. Im confident that my knowledge and ability will allow me deliver successfully my duties

---

## Experience

Alkyl Amines Chemicals Limited  
Management Trainee - Technology Centre  
August 2021 - February 2022 (7 months)  
Kurkumbh

Reliance Industries Limited  
Internship Trainee  
June 2019 - July 2019 (2 months)  
Jamnagar, Gujarat, India

In this internship, I have learnt different types of industrial Equipment

---

## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor of Technology - BTech, Chemical Engineering · (August 2018 - July 2021)

Institute of petrochemical engineering lonere  
Diploma, Computer Engineering · (2016 - 2018)

Contact

rakenjale@mitaoe.ac.in

www.linkedin.com/in/rutuja-kenjale-bbba791ab (LinkedIn)

Top Skills

Project Management

Process Engineering

Chemical Engineering

# Rutuja Kenjale

Process Engineer

411038

## Summary

Process Engineer who has accomplished Bachelor of Technology in Chemical Engineer from MIT Academy of Engineering, Pune and having 6months of experience. I deal with Basic and Detailed Engineering Design and technical Proposal making of Project

## Experience

Chemsys Group of Companies

Process Engineer

June 2021 - Present (10 months)

Pune, Maharashtra, India

Taking brief knowledge of Process Engineering. Learning concepts of PFD P &ID, Mass and Heat Balance, Simulation, Aspen Plus, Aspen HYSYS, Documentation.

IICHe

Petroleum Engineer

May 2020 - June 2020 (2 months)

India

shayadri sugar factory

distillery

June 2017 - June 2017 (1 month)

India

## Education

MIT achedamy of engineering

Bachelor of Technology - BTech, Engineering Design · (2018 - 2021)

Satara polytechnic, satara

Diploma, Chemical Engineering · (August 2015 - May 2018)

Contact

www.linkedin.com/in/prasad-khamkar-053a27183 (LinkedIn)

Top Skills

AutoCAD  
ETABS  
hardworking

Certifications

E TENDER  
Civil Engineer  
Engineering Trainee - Civil Engineering

Honors-Awards

2nd Rank

# Prasad Khamkar

Quality Assurance Quality Control at StrongTech Engineering Services and Research (I) Pvt Ltd

Ahmednagar

## Summary

To Achieve high career growth through a continuous process of learning for achieving goal & keeping myself dynamic in the changing scenario to become a successful professional and leading to best opportunity.

## Experience

StrongTech Engineering Services and Research (I) Pvt Ltd  
Quality Assurance Quality Control  
June 2021 - Present (10 months)  
Pune, Maharashtra, India

## Education

MIT Academy of Engineering, Alandi, Pune  
BTech - Bachelor of Technology, civil · (2018 - 2021)

GP AWASARI KHURD  
Diploma in Civil Engineering, Civil Engineering · (2017 - 2018)

YCV ghargaon  
SSC

## Contact

[www.linkedin.com/in/arti-gawade-9a0864168](https://www.linkedin.com/in/arti-gawade-9a0864168) (LinkedIn)

## Top Skills

Performance Testing  
LoadRunner  
HP Performance Center

## Certifications

Android App Development  
COVID-19 Contact Tracing  
The Fundamentals of Digital Marketing  
Explore Machine Learning - Intermediate Track  
The Data Scientist's Toolbox

# Arti Gawade

Software Engineer at Amdocs

## Summary

## Experience

Amdocs  
Software Test Engineer  
August 2021 - Present (8 months)

CDAC  
Research Intern  
January 2021 - June 2021 (6 months)

Working on sponsored project -  
Video Delivery Network Using Edge Computing.

Book Chapter on Telemedicine in Pandemic.

VINCALABS INFOTECH PRIVATE LIMITED  
Intern  
May 2020 - July 2020 (3 months)

Inventnote  
Digital Marketing Intern  
May 2019 - June 2019 (2 months)

Worked on Contain and Market Research.

## Education

MIT Academy of Engineering

432

## Contact

[www.linkedin.com/in/prasadghadashi](http://www.linkedin.com/in/prasadghadashi) (LinkedIn)

## Top Skills

Process Engineering

Six Sigma

Value Engineering

## Languages

English

Marathi

Hindi

## Certifications

Lean Six Sigma Green Belt (ICGB)

Value Methodology Associate (VMA)

# Prasad Ghadashi

Student at MITAOE Pune | Certified VMA | CLSSGB | Larsen & Toubro  
Pune

## Summary

An enthusiastic mechanical engineer with 2 years of industrial experience in switchgear manufacturing industry; Certified Value Methodology Associate with working knowledge in manufacturing process; Lean Six Sigma Green Belt holder

## MY SKILL SET

Process Engineering | Process Development | Lean Six Sigma | Value Engineering/Analysis | Data Analysis

---

## Experience

Larsen & Toubro Limited

Product Lifecycle & Process Engineer

September 2016 - August 2018 (2 years)

- Led value analysis projects for product and process cost optimization of annual impact saving worth USD \$100K
- Initiated implementation 10+ design change projects by coordinating with production, design, marketing & other functions
- Created manuals & standard operating procedures for various manufacturing processes in RCCB assembly line
- Achieved reduction in rejection of spot welding assemblies using LSS technique
- Fixture designing using CATIA
- Process Routings & layout
- Worked in challenging product like PMR (Permanent Magnet Relay)

---

## Education

MIT Academy of Engineering, Alandi, Pune

Contact

www.linkedin.com/in/priya-kale-a149371a8 (LinkedIn)

Top Skills

Training  
Research  
Problem Solving

Languages

Hindi (Native or Bilingual)  
English (Professional Working)

# PRIYA KALE

Design Engineer at Prochem  
4 | 00 |

## Summary

Strong in design and integration with intuitive problem-solving skills. Proficient in C , PYTHON and SQL. Passionate about implementing and launching new projects. Ability to translate business requirements into technical solutions. looking to start the career as an entry level with a reputed firm driven by technology.

## Experience

Prochem  
Design Engineer  
February 2021 - June 2021 (5 months)  
Pune, Maharashtra, India

## Education

MIT Academy of Engineering, Alandi, Pune  
B.Tech, Electrical, Electronics and Communications  
Engineering · (2018 - 2021)

Shri Datta Meghe Polytechnic  
Diploma, Electrical and Electronics Engineering · (2015 - 2018)

Contact

ak.raza.47@gmail.com

www.linkedin.com/in/akram-raza-ab295b177 (LinkedIn)

Top Skills

JavaScript

jQuery

Cryptography

Certifications

Google Cloud Platform Essentials

Business Consultant

Software Development Trainee

Business Analyst

How to Speak So People Want to Listen

# Akram Raza

Associate Software Engineer at Accenture

## Summary

A self motivated, hardworking and enthusiastic individual by nature, student of MIT ACADEMY OF ENGINEERING .

Always ready to take challenges and learn through them.

I believe in the apply gain and learn to apply process for the sake of gaining knowledge , skills , confidence and Experience.

## Experience

Accenture

Associate Software Engineer

January 2022 - Present (3 months)

Dygn Media

Frontend Developer Intern

June 2020 - August 2020 (3 months)

## Education

MIT AOE

Bachelor of Technology - BTech, Information Technology · (2017 - 2021)

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

Information technology

**Fwd: Coditas\_2021 Batch**

1 message

Mon, Mar 14, 2022 at 4:23 PM

**Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>  
 To: Vikas Singh <vssingh@mitaoe.ac.in>

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

**From: Vikas Shinde - CEO - VibrantMinds Technologies Pvt Ltd** <vikas@vibrantmindstech.com>

Date: Tue, Jun 1, 2021 at 1:19 PM

Subject: RE: MITWPU : List of students applied for Coditas\_2021 Batch

To: Dr. Hemant Mali &lt;hemant.mali@mitwpu.edu.in&gt;

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, <vikaskshinde19@gmail.com>,  
Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>, Shraddha Mahadik - VibrantMinds

&lt;corporate@vibrantmindstech.com&gt;

**Hello Sir,**

I am happy to inform you that the following candidates have been selected at Coditas Solutions, Pune

Company Name : Coditas Solutions, Pune

Approx. Package: Rs. 3,60,000/- per annum

Pranav	Kakade	8,975,867,085	pranavkakade99@gmail.com	MIT WPU , PUNE	Pune
Shrushti	Gaikwad	7,517,345,977	sgaikwad@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING	Pune

Kindly note. Thank you for all support provided for the drive.

Thank you,

Regards,

**Vikas K. Shinde** | Founder & CEO |**VibrantMinds Technologies Pvt Ltd** |

Cell: +91 9766188157 | Email: vikas@vibrantmindstech.com |

Visit us: www.vibrantmindstech.com | Stay Connected : Twitter | Facebook | LinkedIn |

On Fri, May 21, 2021 at 1:11 PM Vikas Shinde - CEO - VibrantMinds Technologies Pvt Ltd  
<vikas@vibrantmindstech.com> wrote:

**Hello Sir,**

Please find the attached file for next schedule/ process for shortlisting candidates from online test. Next round is online GD and its scheduled on today ( 3 pm onwards). List of shortlisted candidates is mentioned in the attached file and online GD round details.

Please inform to candidates.

Thank you,

Regards,

**Vikas K. Shinde | Founder & CEO |**

**VibrantMinds Technologies Pvt Ltd |**

**Cell: +91 9766188157 | Email: vikas@vibrantmindstech.com |**

**Visit us: [www.vibrantmindstech.com](http://www.vibrantmindstech.com) | Stay Connected : [Twitter](#) | [Facebook](#) | [LinkedIn](#) |**

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## Contact

[www.linkedin.com/in/shradha-adsule-456718184](https://www.linkedin.com/in/shradha-adsule-456718184) (LinkedIn)

## Top Skills

Data Structures

Machine Learning

Data Analysis

## Languages

English (Native or Bilingual Proficiency)

Hindi (Native or Bilingual Proficiency)

Marathi (Native or Bilingual Proficiency)

# Shradha Adsule

Data Engineer at Snowflake

Pune

## Summary

#Data Engineer at Snowflake.

# Well versed with Python, Machine Learning, Data Analysis, Basic IT Fundamentals.

#Skilled in data modelling, Reverse ETL

## Experience

Snowflake

1 year 3 months

Data Engineer

June 2021 - Present (10 months)

Software Engineer Intern

January 2021 - June 2021 (6 months)

Pune, Maharashtra, India

EclatSol - Mobile App Development, since 2009

Digital Marketing Intern

May 2019 - June 2019 (2 months)

Pune, Maharashtra, India

## Education

MIT Academy of Engineering, Alandi, Pune

B.Tech, Information Technology · (August 2018 - June 2021)

Government Polytechnic Awasari Khurd

High School Diploma, Computer Engineering · (2015 - 2018)

## Contact

[www.linkedin.com/in/firozchowki](http://www.linkedin.com/in/firozchowki)  
(LinkedIn)

## Top Skills

Manual Testing  
Postman API  
JSON

## Languages

English, Hindi, Marathi

## Summary

Trainee QA Analyst at Musafir.com

- Good knowledge of Software Development Life Cycle (SDLC) and Software Testing Life Cycle (STLC).
- Knowledge of Manual testing.
- Beginner knowledge of API/ Web service testing using Postman tool.
- Knowledge of Agile, JIRA tool, Defect life cycle.
- Beginner knowledge of JSON.

## Experience

Musafir.com

Trainee QA Analyst

September 2021 - Present (7 months)

[www.musafir.com](http://www.musafir.com)

Musafir is a fintech company. Musafir is a platform which allows user to book flights, hotels, holidays and VISAs for any destination. It is integrated with different providers and provides the best deals and rates. Different offers can be created to attract users and can be managed through its business module.

## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Mechanical Engineering . (2018 - 2021)

JSPM's Jaywantrao Sawant Polytechnic, Hadapsar Pune

Diploma, Mechanical Engineering . (2015 - 2018)

S M JOSHI VIDYALAYA

. (2015)

437

438

## Contact

www.linkedin.com/in/ajit-lokhande-071a...  
lokhande-071a...@linkedin

## Top Skills

HVAC Design  
HVAC  
Maintenance

## Publications

GSM-Based...  
Agriculture...  
Selection of...  
Attribute...

# Ajit Lokhande

Mechanical Engineer | HVAC Engineer  
Pune

## Experience

Blue Star Limited  
Senior Engineer  
June 2021 - Present (10 months)

BLUE STAR LTD  
Service Engineer  
June 2016 - August 2018 (2 years 3 months)

## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor of Technology - BTech, Mechanical Engineering · (2018 - 2021)

C.W.I.T., Pune  
· (2013 - 2016)

# Tejas Shendarkar

Assistant System Engineer  
Pune

## Experience

Tata Consultancy Services  
Assistant System Engineer-Trainee  
June 2021 - Present (10 months)

Precision Camshafts Limited  
Inplant training  
May 2017 - June 2017 (2 months)  
Solapur, Maharashtra, India

## Education

MIT Academy of Engineering, Alandi, Pune  
Bachelor of Technology - BTech, Mechanical Engineering · (2018 - 2021)

Karmyogi polytechnic college, Pandharpur  
Diploma in mechanical engineering · (2015 - 2018)

440

## Contact

[www.linkedin.com/in/pratik-hapase-6a78641a7](https://www.linkedin.com/in/pratik-hapase-6a78641a7) (LinkedIn)

## Top Skills

Manufacturing

Design

Failure Mode and Effects Analysis (FMEA)

## Certifications

Business Consultant

English Comprehension

Business Analyst

Data Processing Specialist

# Pratik Hapase

GenC Developer at Cognizant Technology Solutions  
411006

## Summary

I am a student. With proven communication skills, dedication and passion, I am looking for a career opportunity in a company that would benefit the company and myself.

I have been part of the collegiate club for two years that participates in SAE BAJA where we design, analyse, manufacture and test an ATV. I have also been part of the sales team for the same.

With dedication, enthusiasm, workaholic nature and always trying to convert weaknesses into strength I always try to get better in benefit of the assigned institution and myself.

---

## Experience

Cognizant

Associate

November 2021 - Present (5 months)

Pune, Maharashtra, India

Full stack Java Engineer

Arcatron Mobility

Research Intern

July 2021 - October 2021 (4 months)

Pune, Maharashtra, India

Stipended internship as a RnD Engineering design intern

Autocluser Development and Research centre pune  
Intern

January 2021 - May 2021 (5 months)

Pune/Pimpri-Chinchwad Area

Department ACDRI: Environment Testing Lap

Department head: Mr. Amit Desai

Project

1. SOP of eurotherm of thermal shock chamber

441

## Contact

[www.linkedin.com/in/onkar-sawant-a6bb141b6](https://www.linkedin.com/in/onkar-sawant-a6bb141b6) (LinkedIn)

## Top Skills

Lean Manufacturing  
Process Engineering  
Total Productive Maintenance (TPM)

# Onkar Sawant

Graduated from Savitribai Phule Pune University  
411002

## Summary

several years of experience in Accounting & Finance, Taxation and MIS with an expertise in the field of Service Sector. A professional who can develop new business through strategic planning, strong client relationship management skills coupled with a hands-on approach and flexible management style to ensure that targets are achieved whilst ensuring best practice is maintained at all times. Presently associated with Agritech Solutions Private Limited (BEL) as Manager - Account Payable from April 2013 to till date

---

## Experience

MNGL (JV of GAIL & BPCL)

GET

January 2022 - Present (3 months)

Ramanagara, Karnataka, India

Sany Heavy Industry India Pvt Ltd

Internship Trainee

December 2020 - June 2021 (7 months)

Pune, Maharashtra, India

intern at Sany Heavy Industry in PE & PPC Dept.

---

## Education

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Mechanical Engineering · (2018 - 2021)

Savitribai Phule Pune University

Bachelor of Technology - BTech, Mechanical Engineering · (2018 - 2021)

## Re: Campus Placement - LTTS Final Selection

2 messages

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Sat, Apr 30, 2022 at 9:27 A

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, faculty@mitaoe.ac.in, staff@mitaoe.ac.in

Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Nitin Rane. Deputy Director MITAOE , Alandi - Pune" <deputydirector@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>, Venugopal Kulkarni <vpkulkarni@mech.mitaoe.ac.in>, Amit Nagarale <avnagarale@entc.mitaoe.ac.in>, Amit Nagarale <avnagarale@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>

Dear All,

Greetings of the day!

Campus placement 2021 & 2022 batch -

Let's congratulate the selected students, and their faculty & staff mentors.

**Special appreciation of Mr. Gangadhar Phad, Corporate Relations Executive for handling the entire process along with CR heads of concerned department.**

FYKI, record and further necessary action, please.

Thanks.

--

With best wishes,  
Dr. Shitalkumar A Jain  
Professor - School of Computer Engineering and Technology  
Deputy Director - Corporate Relations and Placement Cell  
MIT Academy of Engineering, Alandi(D)  
Cell: 09561596885. 09226196885  
Phone: 020-30253500 Ext: 1159  
Email: deputydirector.cr@mitaoe.ac.in  
Website: www.mitaoe.ac.in

On Fri, 29 Apr, 2022, 1:22 PM Gangadhar Phad, <gangadhar.phad@mitaoe.ac.in> wrote:

Dear Sir,

As per email from **L&T TECHNOLOGY SERVICES LIMITED** total no of Selected students list below mentioned.

Offer letter will get shortly .....

- 1) Shruti Jadhav - Electronics - 2022
- 2) Anirudh Deshmukh - **Mechanical - 2022**
- 3) Akanksha Mohankumar Dhawale- Electronics - 2022
- 4) Siddesh Anil Gawande - Electronics - 2022
- 5) Anand Balaji Bharti- Electronics - 2022
- 6) Rohit Dilip Chavan- **Mechanical - 2021**
- 7) Shweta Chandrakant Dolas- **Mechanical - 2021**

Remuneration offered by the company is Rs.4.50 Lacs per annum CTC

Dear Sir,

Please find the list of shortlisted students from the HR round, request you to block these students

Name	Year of Passing	Gender	Date of Birth	Mobile	Email
Shruti Bramha Jadhav	ETX2022	Female	13-Aug-98	+91 8108693453	sbjadhav@mitaoe.ac.in
Anirudha Anandrao Deshmukh	MECH2022	Male	01-10-2000	+91 8698420147	anirudhadeshmukh54@gmail.com
Akanksha Mohankumar Dhawale	ETX2022	Female	13-11-2000	+91 7378571882	amdhawale@mitaoe.ac.in

5/10/22, 11:17 AM

MIT Academy of Engineering, Alandi - Pune Mail - Re: Campus Placement - LTTS Final Selection

Siddesh Anil Gawande	ETX2022	Male	19-Jun-00	+91 8999090583	<a href="mailto:sagawande@mitaoe.ac.in">sagawande@mitaoe.ac.in</a>
Anand Balaji Bharti	ETX2022	Male	05-Aug-98	+91 7448243619	<a href="mailto:abbharti@mitaoe.ac.in">abbharti@mitaoe.ac.in</a>
Rohit Dilip Chavan	MECH2021	Male	06-May-98	+91 8390723273	<a href="mailto:rdchavan@mitaoe.ac.in">rdchavan@mitaoe.ac.in</a>
Shweta Chandrakant Dolas	MECH2021	Female	09-Jan-98	+91 7057581954	<a href="mailto:scdolas@mitaoe.ac.in">scdolas@mitaoe.ac.in</a>

University Relations

**L&T TECHNOLOGY SERVICES LIMITED,**

Bldg. No.1, L&T Infotech Building, Mind Space, Airoli

Navi Mumbai – 400708.

**L&T Technology Services Ltd**

[www.LTTS.com](http://www.LTTS.com)

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Tue, May 10, 2022 at 10:53 AM

Jayant Patkar <[jdpatkar@mitaoe.ac.in](mailto:jdpatkar@mitaoe.ac.in)>  
To: Avinash Kulkarni <[akkulkarni@comp.maepune.ac.in](mailto:akkulkarni@comp.maepune.ac.in)>

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Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Nitin Rane. Deputy Director MITAOE , Alandi - Pune" <deputydirector@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Venugopal Kulkarni <vpkulkarni@mitaoe.ac.in>, Venugopal Kulkarni <vpkulkarni@mech.mitaoe.ac.in>, Amit Nagarale <avnagarale@entc.mitaoe.ac.in>, Amit Nagarale <avnagarale@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>

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 Deputy Director - Corporate Relations and Placement Cell  
 MIT Academy of Engineering, Alandi(D)  
 Cell: 09561596885. 09226196885  
 Phone: 020-30253500 Ext: 1159  
 Email: deputydirector.cr@mitaoe.ac.in  
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Rohit Dilip Chavan	MECH2021	Male	06-May-98	+91 8390723273	<a href="mailto:rdchavan@mitaoe.ac.in">rdchavan@mitaoe.ac.in</a>
Shweta Chandrakant Dolas	MECH2021	Female	09-Jan-98	+91 7057581954	<a href="mailto:scdolas@mitaoe.ac.in">scdolas@mitaoe.ac.in</a>

University Relations

**L&T TECHNOLOGY SERVICES LIMITED,**

Bldg. No.1, L&T Infotech Building, Mind Space, Airoli

Navi Mumbai – 400708.

**L&T Technology Services Ltd**

[www.LTTS.com](http://www.LTTS.com)

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Tue, May 10, 2022 at 10:53 AM

Jayant Patkar <[jdpatkar@mitaoe.ac.in](mailto:jdpatkar@mitaoe.ac.in)>  
To: Avinash Kulkarni <[akkulkarni@comp.maepune.ac.in](mailto:akkulkarni@comp.maepune.ac.in)>

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